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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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Contestation judiciaire dans le dossier du droit d'auteur

L'ACPPU a obtenu l'autorisation d'intervenir dans une importante affaire relative au droit d'auteur qui aura des conséquences majeures pour les universités et les collèges dans tout le Canada.

L'affaire en cause concerne une demande de contrôle judiciaire déposée devant la Cour d'appel fédérale par les conseils scolaires et les ministres provinciaux de l'éducation visant à faire casser la décision de la Commission du droit d'auteur du Canada d'augmenter de façon importante les redevances que les établissements d'enseignement du primaire et du secondaire doivent payer pour obtenir le droit de reproduire du matériel à des fins éducatives. L'issue de la procédure sera déterminante dans la décision d'imposer ou non aux établissements postsecondaires une augmentation aussi considérable des redevances de droits d'auteur.

Selon Paul Jones, agent professionnel à l'ACPPU et spécialiste des questions de propriété intellectuelle, la décision qui sera rendue aura aussi des effets importants sur l'orientation générale de la loi sur le droit d'auteur.

« Des jugements rendus dernièrement par les tribunaux ont élargi le concept d'« utilisation équitable » – le droit d'utiliser à certaines fins une œuvre protégée par le droit d'auteur sans obtenir l'autorisation du titulaire de ce droit ni lui verser une somme à titre de dédommagement », indique M. Jones. « Nous sommes cependant d'avis que la Commission du droit d'auteur n'a pas su mesurer pleinement la force du droit d'utilisation équitable, qui aurait dû se traduire par une diminution de la redevance. »

Le directeur de la Clinique d'intérêt public et de politique d'Internet du Canada, David Fewer, est d'accord avec M. Jones pour dire que l'affaire s'articule autour de la compréhension que la commission se fait du principe de l'utilisation équitable.

« Supposons qu'il vous faut photocopier 100 pages de différentes sources;

Voir CONTESTATION à la page A4

CAUT retains noted intellectual property lawyer Howard Knopf to handle its intervention in court action that could profoundly affect copyright, fair dealing & academic freedom.

Copyright Intervention: The Price of Knowledge

CAUT has been granted leave to intervene in an important copyright case that will have major implications for universities and colleges across Canada.

The case involves a judicial review application to the Federal Court of Appeal by school boards and provincial ministers of education against the Copyright Board of Canada decision to significantly increase the fee primary and secondary schools pay for the right to copy material for instruction-related purposes. The outcome of the review will play a role in determining whether post-secondary institutions will also see a major increase in copyright fees.

According to Paul Jones, CAUT's professional officer who specializes in intellectual property issues, the ruling on the judicial review will also have important implications for the broader direction of copyright law.

"Recent court decisions have broadened the concept of 'fair dealing' – the right to use copyrighted material without permission or payment in certain circumstances," Jones says. "In our view, the board failed to fully recognize the strength of the fair dealing right, and that this strength should be reflected in a reduced fee."

David Fewer, director of the Canadian Internet Policy and Public Interest Clinic, agrees with Jones that the case hinges on the board's understanding of fair dealing.

"Let's say you have 100 pages to copy from several different sources; some of that copying can be done under fair dealing, some of it may have to be paid for," he explains. "What the board did was adopt a restrictive definition of fair dealing, narrowing the amount of copying that is exempt from payment. This has huge potential cost implications for universities and colleges and will restrict the freedom of educators to make critical use of materials, especially for distribution in the classroom."

See COPYRIGHT INTERVENTION Page A12

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COMMENT
OPINIONS

LETTERS

NSERC grants welcomed

The members of the National Council of Deans of Engineering and Applied Science do not believe the position of CAUT on the issue of the new industry/university grants programs announced by the Natural Sciences and Engineering Research Council in November is one shared by a majority of faculty members in Canadian engineering schools (re. NSERC Slammed over New Programs, CAUT *Bulletin*, December 2009).

It is common knowledge that Canada lags behind most other developed countries in private sector investments in R&D and that small and medium Canadian companies often lack the expertise and/or resources required to innovate at the global level. It is also important to note that closer collaborations between university researchers and industry typically exist in countries that outperform Canada in the area of innovation (e.g., Germany, Japan, USA).

In our opinion, the newly-announced NSERC Interaction and Engage grants should make it easier for Canadian university researchers and industry to connect and collaborate on projects and initiatives of mutual interest. These programs constitute a welcome addition to the existing portfolio of university/industry partnership programs such as fellowships and scholarships, design and industrial research chairs, collaborative R&D and strategic grants available to our researchers and to their industrial partners.

One must take into account that the budget allocated to the Interaction and Engage grants programs represents only 0.25 per cent of NSERC's total budget of more than $1 billion. In addition, NSERC remains committed to maintaining a healthy equilibrium between the discovery, innovation and people components of its program portfolio, which currently account for 38, 29, and 28 per cent respectively of NSERC's total budget.

Innovation is the key to Canada's prosperity. Productive relationships between universities and industry are necessary for Canada it to reach its full potential. We congratulate NSERC for its foresight and leadership in developing new programs and tools that will make this a reality.

Claude Laguë
Dean of Engineering
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Dean of the Schulich School of Engineering
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J. Allen Stewart
Vice-President (Academic) &
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Claude Laguë, Elizabeth Cannon, J. Allen Stewart, David Coleman, Cristina Amon, Graham T. Reader and Anthony Vannelli are the National Council of Deans of Engineering and Applied Science executive committee members.

COMMENTARY

A Rant on Excellence

'Excellence' has become a supersaturated term, a word that means both everything & nothing, says Elizabeth Hodgson.

A WELL-KNOWN academic at the University of British Columbia once asked me whether the faculty association was "opposed to excellence" and therefore "in favour of mediocrity" because I expressed concern about ever-accelerating demands on faculty.

More disturbingly, a senior human resources manager attributed various species of problems at UBC to the fact that "faculty are not all stars."

This past year, a member of the board of governors was heard to mutter, "If I hear the words 'world-class' again, I think I'll throw up."

And the vice-president of research couldn't answer the question: "Why do we value excellence?"

These incidents suggest to me, as a literary critic, that "excellence" (with its cognate "world-class") has become a supersaturated term like "patriot" or "family values," a word that means both everything and nothing. This word "excellence" seems to have acquired both an indefinable and yet profound value to senior administrators, as if they know what it means, and what it looks like, as if its value is immeasurable and its attainment all-important — and therefore as if anything or anyone not excellent is therefore worthless.

Aside from the obvious either-or fallacy implicit in this last judgement, this desperate use of "excellence" is a patently absurd refusal to recognize that any group of people will include a normal and healthy range of abilities, levels of commitment, and measurable success rates. (An econometrics professor once whispered to me: Do you think they know that someone has to be in the bottom decile?). Most academics enjoy their teaching, have flashes of brilliance in their research careers and perform responsible professional service. This is not "a problem." This is not worthless.

We have heard "excellence" used more perniciously to justify excluding Canadian academics from short-lists; to privilege graduate over undergraduate teaching; to degrade faculty in certain disciplines; to berate or penalize individual faculty who are learning, who are new, who are struggling, or who are simply pouring at least some of their energies into something besides the particular measurable aspects of their academic work. In such cases "excellence" becomes the means by which those in positions of authority attempt to enforce their personal preferences and biases by reference to a putatively objective assessment measure.

See EXCELLENCE Page A12 →

PRESIDENT'S COLUMN

Little Accomplished at Science Conference

By PENNI STEWART

A SESSION entitled "Who Speaks for Science?" best captured the essence of the Canadian Science Policy Conference in Toronto in October 2009. I was among more than 300 attendees who heard high-profile participants talk science policy in Canada. The conference talks can be found at sciencepolicy.ca.

In the opening plenary, titled "Canada's National Science and Technology Strategy," McGill University president Heather Munroe-Blum spoke directly to Canada's deficit in productivity, which became one strand of a central argument at the conference.

Despite the deficit, she argued that Canada is well positioned to achieve success on a world stage if we can bring government together with business and universities. The current practice of awarding research funds on the basis of peer-evaluated merit, however, constrains us in competing for the "very best."

Alain Beaudet, president of the Canadian Institutes of Health Research, also spoke to the pursuit of excellence. He noted that although Canada compares favourably to other OECD countries in the health research domain, we fall short in achieving Nobel prizes and award too few PhDs. Like Munroe-Blum, he cautioned against spreading investments thinly, something which has led CIHR to revise its peer review process to ensure competitions are internationally competitive. Notably, Beaudet was one of the few speakers to argue for a focus on basic science, observing that "all the rest comes from it."

A plenary session on the Canadian economy developed a second strand of consensus at the conference, that research spending should focus on "innovation." As used by conference speakers, innovation appeared synonymous with the use of science to address the needs of the economy — and even of specific business interests, or what is often called "commercialization." Chad Gaffield, president of the Social Sciences and Humanities Research Council, highlighted the importance of the innovation strategy in policymaking.

Suzanne Fortier, president of the Natural Science and Engineering Research Council, then told the audience the Canadian system is "stuck in low gear when it comes to innovation." NSERC, she said, would soon present a model designed to "change the innovation landscape" through partnerships with the private sector. She noted the importance of delivering research products in a timely manner and finding ways to get research to the market faster.

Peter Nicholson, president of the Council of Canadian Academies, advocated the need for more business innovation if Canada is to move toward a knowledge economy. Canada's productivity lags because of weak business innovation, he said. Businesses in Canada have had relatively little motivation to innovate because they have remained profitable despite their lack of investment in research and development — an argument about branch plant manufacturing and the reliance on resource extraction that goes back to 1960s economic nationalism. Science policy, he suggested, should focus on the new generation of business leaders and on funding start-ups based on commercially promising research.

A surreal moment at the conference was the standing ovation for Reform Party founder Preston Manning, who gave a keynote address. Manning has become a frequent speaker on science and technology issues. If science is to gain a higher profile at the federal level, he argued, there must be more "science receptive people" in Parliament, which requires encouraging scientists to run for public office. (He referred to the Manning Centre for Building Democracy, an institute he founded, to promote the infusion of scientists into government). Manning challenged scientists to bridge the communication gap between federal decision-makers and scientific professionals. He recommended establishing a Parliamentary Office of Science and Technology and emphasized the need to convince the business community to increase spending on research and development. As a way to promote private R&D he recommended that a private sector science policy think tank should be created — *like his planned Centre* for Innovation and Technology (take that Roger Martin!).

But despite the science policy framework, the conference was a disappointment to CAUT. There was no acknowledgment or discussion of the persistent underfunding of science, research and infrastructure. And there was virtually no discussion of the substance of science policy. The central concern was how to encourage business investment in research and development and how to foster collaboration between scientists and business. But concrete solutions were scarce.

Although funding for the three granting councils has been slashed by $148 million over the next three years, the granting agency presidents appear to be on side with the government's push to strengthen ties between business and science, witness NSERC's new strategy for Partnership and Innovation, which directs funds toward research that will support "company specific" programs.

CAUT has long opposed the trend towards targeting funds to areas that meet short term government priorities and in November, *delegates to our Council meeting* unanimously passed a resolution opposing the new strategy and programs.

See SCIENCE CONFERENCE Page A7 ➔

LE MOT DE LA PRÉSIDENTE

Une conférence scientifique sans grand résultat

Par PENNI STEWART

UNE séance placée sous le thème « Qui est le porte-parole de la science? » résume parfaitement l'essence de la Conférence sur les politiques scientifiques canadiennes qui a eu lieu à Toronto en octobre 2009. J'étais au nombre des quelque 300 participants qui ont écouté les conférenciers invités de haut calibre parler des politiques scientifiques au Canada. Un compte rendu des discussions qui s'y sont tenues est présenté à l'adresse sciencepolicy.ca/fr.

Lors de la session plénière d'ouverture intitulée « Les stratégies canadiennes pour les sciences et la technologie », la principale de l'Université McGill, Heather Munroe-Blum, a abordé directement le déficit de productivité du Canada, l'une des questions centrales qui a traversé toute la conférence.

Elle a fait valoir qu'en dépit de ce déficit, le Canada est bel et bien en position de réussir sur la scène internationale si nous parvenons à rapprocher le gouvernement, les entreprises et les universités. Cependant, la pratique actuelle qui est d'octroyer des fonds de recherche en fonction de la qualité d'un projet évaluée par les pairs nous oblige à nous disputer le « meilleur qui soit ».

Alain Beaudet, le président des Instituts de recherche en santé du Canada (IRSC), a lui aussi parlé de la quête de l'excellence. Bien que le Canada se compare favorablement aux autres pays membres de l'OCDE dans le domaine de la recherche en santé, a-t-il observé, nous ne réussissons pas à décrocher des prix Nobel et nous décernons trop peu de doctorats. À l'instar de M^me^ Munroe-Blum, il met en garde contre la dispersion des investissements — mesure par suite de laquelle les IRSC ont dû réviser leur processus d'évaluation par les pairs pour faire en sorte que les concours soient concurrentiels à l'échelle internationale. Le D^r^ Beaudet a été l'un des rares conférenciers à demander que l'accent soit mis sur la science fondamentale, car, selon lui, « tout le reste en résulte ».

Un second élément de consensus est ressorti d'une séance plénière sur l'économie canadienne : les dépenses en recherche devraient être axées sur l'« innovation ». Les conférenciers invités ont semblé considérer l'innovation comme une démarche synonyme de l'adaptation de la science aux besoins de l'économie — voire aux intérêts particuliers aux entreprises, ou de ce qui est souvent appelé la « commercialisation ». Chad Gaffield, le président du Conseil de recherches en sciences humaines, a souligné le rôle important de la stratégie d'innovation dans le processus d'élaboration des politiques.

Suzanne Fortier, la présidente du Conseil de recherches en sciences naturelles et en génie (CRSNG), a ensuite déclaré que, sur le plan de l'innovation, la capacité du système canadien était bloquée au ralenti. Elle a fait savoir que le CRSNG allait bientôt présenter un modèle devant permettre de « transformer le paysage de l'innovation » par la création de partenariats avec le secteur privé. Elle a souligné à quel point il est important de livrer les produits de recherche dans les délais impartis et de trouver des moyens d'accélérer le lancement des résultats de recherche sur le marché.

Peter Nicholson, le président du Conseil des académies canadiennes, a pour sa part insisté sur la nécessité de stimuler davantage l'innovation des entreprises pour que le Canada évolue vers une économie de la connaissance. La productivité du Canada accuse un retard à cause de la faiblesse de ses entreprises en matière d'innovation, a-t-il affirmé. Jusqu'ici, les entreprises canadiennes ont été relativement peu motivées à innover parce qu'elles ont pu demeurer rentables en dépit de leur manque d'investissements dans la recherche et le développement — un débat sur les succursales de fabrication et la dépendance à l'égard des entreprises d'exploitation qui remonte au nationalisme économique des années 1960. Les politiques scientifiques devraient, selon M. Nicholson, privilégier la nouvelle génération de dirigeants et mettre l'accent sur le financement des entreprises en démarrage à partir de recherches dont le potentiel commercial est prometteur.

La conférence a été marquée par un moment très fort lorsque les participants ont ovationné le fondateur du Parti réformiste Preston Manning, qui était l'un des conférenciers d'honneur. M. Manning est souvent sollicité en sa qualité d'orateur sur les questions de science et de technologie. Pour que la science acquière davantage de visibilité au niveau fédéral, a-t-il fait valoir, il faut que le Parlement compte davantage de « personnes ouvertes à la science », ce qui implique d'encourager les scientifiques à se porter candidats à des charges publiques. (Il a parlé à ce sujet du Manning Centre for Building Democracy, l'institut qu'il a fondé pour aider les scientifiques à mener une vie politiquement active.) M. Manning a appelé les scientifiques à remédier à l'absence de communication entre les décideurs fédéraux et les professionnels scientifiques. Il a recommandé l'établissement d'un bureau parlementaire des sciences et de la technologie et a souligné le besoin de convaincre le milieu des affaires d'investir encore plus dans la recherche et le développement. Afin de promouvoir la R-D dans le secteur des entreprises, il a recommandé la création au sein du secteur privé d'un groupe de réflexion sur les politiques scientifiques — à l'exemple de son projet de centre d'innovation et de technologie (prenez ça en note, Roger Martin!).

Mais la conférence, malgré le cadre de politique scientifique autour duquel elle a été organisée, s'est néanmoins révélée décevante pour l'ACPPU. Rien n'a été dit ni

Voir UNE CONFÉRENCE à la page A9 ➔

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NEWS ACTUALITÉS

Science Marred by Harassment

SCIENTISTS working in the climate-change field are being targeted by a well-orchestrated campaign of harassment by global-warming skeptics who want to discredit their work and block any chance of achieving binding greenhouse gas emission targets, says University of Victoria climatologist Andrew Weaver.

Weaver and other scientists around the world have been speaking out about harassment since the "climategate" controversy which saw, on the eve of the Copenhagen Summit on Climate Change, the public release of an e-mail archive stolen from the Climatic Research Unit at the University of East Anglia in England.

Climate skeptics claimed the e-mails exposed how little evidence exists linking climate change to human activity, but the scientific community has since demonstrated the information contained in the e-mails was taken out of context and misrepresented, and reveals nothing that would contradict the overwhelming scientific evidence demonstrating that link exists.

Weaver, a world leader in climate dynamics and lead author of assessment reports for the Nobel-winning United Nations Intergovernmental Panel on Climate Change, has been targeted himself, with two break-ins at his university office, the theft of a computer and several attempts to hack into the computer network.

He says the goal of the people who stole and published the e-mail archive was to distract from critical discussions aimed at achieving a binding figure for emissions reduction at the climate conference in Copenhagen.

"This is just one in a series of incidents that have been part of a sustained and well-organized attempt to discredit science and harass scientists, and scientists are being targeted precisely because the evidence is overwhelmingly demanding change," said Weaver.

"In the end, while I'm sure they were overjoyed Copenhagen was an absolute flop, I don't think their tactics had an effect on the outcome of the negotiations," he added. "They were nothing but a transient distraction." ■

Version française à la page A8.

Contestation judiciaire dans le dossier du droit d'auteur

→ Suite de la PAGE A1

certaines de ces photocopies peuvent bénéficier de l'exception relative à l'utilisation équitable, alors que d'autres peuvent être assujetties à redevance », explique-t-il. « Or, ce que la commission a fait, c'est d'adopter une définition restrictive de l'utilisation équitable, limitant le volume de pages photocopiées qui est exempt de redevance. Cette approche pourra avoir des répercussions financières substantielles pour les universités et les collèges et restreindre la liberté des éducateurs d'utiliser à des fins d'enseignement du matériel essentiel, particulièrement en classe. »

Le droit d'auteur « peut rapidement devenir très technique, mais des millions de dollars sont en jeu de même que les valeurs fondamentales de la liberté d'expression et de la liberté académique », souligne M. Fewer. « Aussi faut-il se féliciter de la participation de la communauté éducative postsecondaire à ce dossier. »

L'ACPPU a retenu les services du réputé avocat Howard Knopf, spécialiste de la propriété intellectuelle, pour la représenter en tant que partie intervenante dans l'affaire portée devant la Cour d'appel fédérale. Selon Me Knopf, celle-ci devrait entendre la cause dans les deux prochains mois.

La décision de la Commission du droit d'auteur visant les écoles primaires et secondaires, signale-t-il, est la première décision publiée qui s'est prononcée sur la question de la photocopie depuis le jugement de principe rendu en 2004 par la Cour suprême du Canada dans l'affaire *CCH c. Barreau du Haut-Canada*. CCH a établi que l'utilisation équitable est un droit de l'utilisateur qui doit être interprété de manière large.

« Alors que la Cour suprême a statué qu'il fallait étendre et non pas restreindre la portée de l'utilisation équitable, la Commission du droit d'auteur semble adopter une position tout à fait opposée », observe Me Knopf.

Pour Sam Trosow, professeur de droit à l'Université de Western Ontario et président du comité consultatif du droit d'auteur constitué par l'ACPPU, il y a lieu de craindre que certains éléments de la décision de la commission, s'ils sont confirmés par la cour, n'établissent des précédents d'application obligatoire pour le secteur des universités et des collèges. « C'est pourquoi il est si important de saisir cette occasion pour faire valoir notre cause devant les juges. »

En matière d'utilisation équitable, les enjeux qu'impliquent les activités d'apprentissage et de recherche réalisées dans les établissements postsecondaires sont « très différents » de ceux auxquels font face les écoles primaires et secondaires, note le professeur Trosow.

« Il faut absolument que, dans cette affaire, la cour évite de statuer par une décision d'application générale pour tous les niveaux du système d'éducation, de la maternelle au post-doctorat », insiste-t-il. « Si l'analyse de l'utilisation équitable soutenue par la commission devait être confirmée, il en résulterait des conséquences graves non seulement pour les étudiants, qui seraient forcés d'assumer un fardeau financier plus lourd encore, mais également pour les chercheurs canadiens, qui se trouveraient gênés dans l'accomplissement d'activités novatrices telles que les réserves électroniques. » ■

SUR LE NET

L'affidavit et le mémoire déposés par l'ACPPU dans l'affaire concernant la province de l'Alberta, représentée par le ministre de l'Éducation et autres (demanderesses), et la Canadian Copyright Licensing Agency, exploitée sous le nom d'Access Copyright (intimée), peuvent être téléchargés à partir du site www.acppu.ca.

Dossier de l'ACPPU sur la propriété intellectuelle – L'utilisation équitable : www.acppu.ca/uploads/IP-Advisory3-fr.pdf.

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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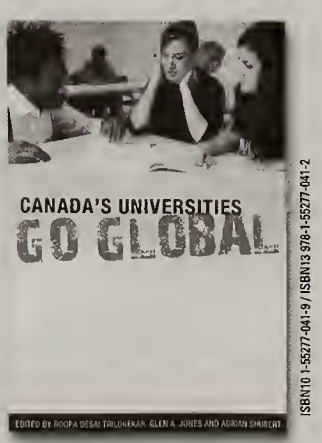

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Lakehead: Protest over University Closure

HUNDREDS of academic staff from Lakehead University staged a rally Dec. 21 to protest the administration's decision to close the university, and not pay their faculty and staff, for four days in December.

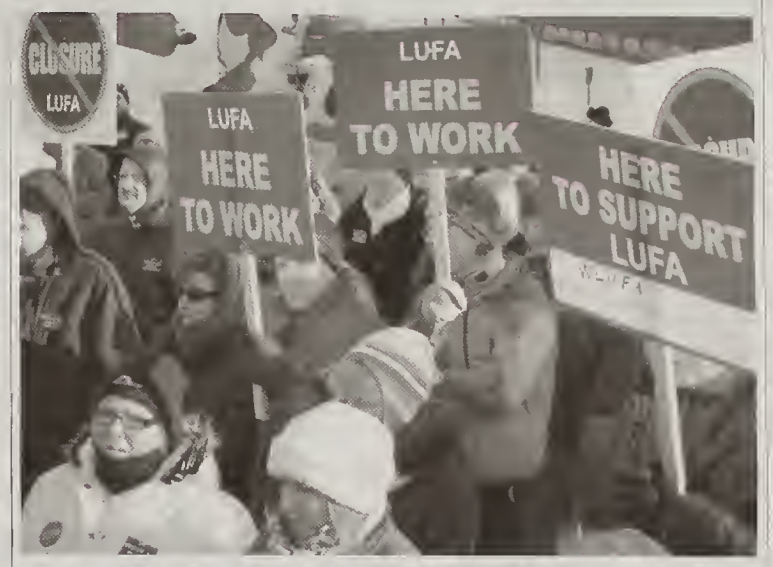
The university administration announced early last year that both the Thunder Bay and Orillia campuses would be shut down from Dec. 21–24 as a cost-saving measure.

The Lakehead University Faculty Association says that by refusing to pay faculty and staff for the shutdown days, the administration has violated the terms of the collective agreement and imposed a lockout. The issue is before an arbitrator and hearings will continue in January and February.

"Lakehead's administration – without a hint of consultation – is attempting to correct its financial mismanagement on the backs of employees," said LUFA president Joey Farrell. "The administration's actions will harm the reputation of the university and damage its ability to deliver a high-quality education."

She said the university's approach to fiscal issues will deliver negligible savings at the cost of poisoning the workplace and to the detriment of students denied access to libraries, learning resources and support services.

"The closure betrays an astonishing contempt for the students and faculty of Lakehead," said Daphne Bonar, a LUFA rep for the Orillia campus.



– PHOTO: SCOTT PRUD'HOMME –

Rally Marks Lakehead Closure Dispute – LUFA members & their supporters marched on Lakehead University Dec. 21 to protest the administration's decision to close the university down for four days & not pay anybody.

The demonstration attracted academic staff from across the country displaying union emblems of support.

"The action taken by the administration at Lakehead is unprecedented in any Canadian university," said CAUT executive director James Turk, who, along with CAUT vice-president Wayne Peters, was in Thunder Bay for the rally.

"The closure is a slap in the face to faculty, staff and students at Lakehead. The size and spirit of faculty and staff protest leaves little doubt the administration will be the loser as a result of its ill-considered and irresponsible action." ■

Version française à la page A10.

New Brunswick Budget Falls Short on Higher Ed Funding

NEW Brunswick's 2010 budget, released by the Liberal government last month, promises an infusion of funding for post-secondary education in the form of a tuition freeze, a 3 per cent increase in university operating grants and a $15 million infrastructure investment for the province's four public universities.

Linda Lequin, president of the Federation of New Brunswick Faculty Associations, says while the budget has some good elements, there is a continuing failure to ensure universities are funded at sustainable levels.

"We applaud any action that will help student accessibility," Lequin said, but the operating grants increase of 3 per cent, "while welcome, may not be enough even to maintain the status quo."

According to FNBFA, operating grants for universities in New Brunswick only inched up 7 per cent between 1999 and 2008 compared with almost 44 per cent nationally, and New Brunswick's investment has been the lowest of all Atlantic provinces.

Provincial grant funding rose by 22 per cent in Nova Scotia, 29 per cent in Prince Edward Island and 60 per cent in Newfoundland and Labrador over the same time period.

Lequin says the chronic underfunding is creating a serious situation for the province's universities. "We are building new buildings and renovating old ones with capital stimulus funding," she said. "But without more stable, realistic operations funding, those buildings will continue to house ever larger classes because universities will remain unable to replace retiring professors, and universities in New Brunswick will fail to meet the needs of a 21st century knowledge economy." ■

Version française à la page A8.

Une bibliothécaire récompensée par un prix national

L'ACPPU a décerné à Johanna Foster son prix d'excellence académique destiné à souligner le mérite d'une personne dont l'action et les initiatives ont profité à la profession de bibliothécaire.

C'est lors de l'assemblée du conseil de l'ACPPU tenue en novembre dernier que Mme Foster, bibliothécaire au service d'information de l'Université de Windsor, a reçu le Prix des bibliothécaires pour services émérites. L'ACPPU attribue cette distinction, uniquement lorsqu'elle le juge utile, dans le but de reconnaître l'apport exceptionnel d'une personne à l'avancement du statut ou des conditions de travail des bibliothécaires dans les universités et les collèges du Canada.

« Cet honneur revient à Johanna en raison d'une carrière riche de 37 années dévolues à tous les aspects de la bibliothéconomie universitaire », a indiqué la présidente du Comité des bibliothécaires de l'ACPPU, Francesca Holyoke. « Comme c'est le cas pour bon nombre au sein de la profession, Johanna a été embauchée pour son premier emploi à la bibliothèque Leddy de l'Université de Windsor en remplacement de la titulaire du poste qui partait en congé. Elle a ensuite occupé divers postes dans presque tous les départements où elle a exercé presque toutes les fonctions, dont celles de directrice de département et, pendant quelque temps, d'administratrice. »

Johanna Foster

Tout au long de son parcours syndical au sein de l'association du personnel académique de l'Université de Windsor (WUFA), Mme Foster « a figuré au premier rang de bon nombre des transformations qui ont façonné tant le travail que le milieu de travail des bibliothécaires à l'Université de Windsor, et qui, par le fait même, ont influé sur les enjeux touchant les bibliothécaires et la négociation collective à l'échelle régionale et nationale ».

En tant que représentante des bibliothécaires, Mme Foster a fait partie de l'équipe qui a négocié la première convention collective par suite de l'accréditation de la WUFA en 1976; elle est devenue en 1980 la première bibliothécaire et femme présidente de l'association du personnel académique; et c'est elle qui exerçait les fonctions de négociatrice en chef lorsque les membres de la WUFA ont déclaré la grève en 1982 – le premier mouvement de grève lancé par des membres du personnel académique d'une université anglophone au Canada. Elle a siégé à divers comités de la WUFA et a assumé la présidence de plusieurs d'entre eux. Elle joue encore aujourd'hui un rôle actif au sein de l'association. Elle participe depuis longtemps aux travaux d'autres groupes de pression, dont l'Union des associations des professeurs des universités de l'Ontario où elle a été responsable du portefeuille des bibliothécaires et a exercé les fonctions de trésorière, de même que l'ACPPU.

« En lui décernant le prix, le conseil de l'ACPPU a voulu mettre en lumière la contribution significative de Johanna à la promotion et au renforcement du rôle des bibliothécaires dans l'enseignement et la recherche à l'université », a expliqué Mme Holyoke. « Dans ce moment critique où la profession de bibliothécaire d'université et de collège subit des pressions constantes partout au pays, l'action et l'exemple de Johanna sont particulièrement dignes d'éloges et justifient pleinement le choix de cette lauréate. » ■

Traduit de l'article « Librarian Honoured with National Award » (*Bulletin* de l'ACPPU, décembre 2009).

Update on Trinity Western University

The Trinity Western University administration has prepared on comment on CAUT's report that resulted in Trinity Western being listed as a university that imposes a faith test as a condition of employment. CAUT's report and Trinity Western's comment available at www.caut.ca/pages.asp?page=140.

Le point sur l'Université Trinity Western

La direction de l'Université Trinity Western a présenté ses commentaires sur le rapport de l'ACPPU à la suite duquel Trinity Western a été inscrite sur la liste des universités qui imposent, comme condition d'embauche, l'obligation de s'engager par une déclaration de foi. Le rapport de l'ACPPU et les commentaires de l'université peuvent être consultés à l'adresse www.acppu.ca/pages.asp?page=140.

Little Accomplished at Science Conference

→ From PAGE A3

This brings me back to the question of who speaks for science? At one time, it would have been the professional associations. In recent years this direct voice of science has been supplanted by the granting agencies, resting on their reputation of identifying the best research by peer review. Of course, this favoured capital intensive fields and, more broadly, science, engineering and medicine, with their much larger funding bases, over the humanities and social sciences.

A more insidious change, however, has been the increasing corporate representation on the policy-setting boards, beginning in the late 1990s and vastly accelerated by the current government.

Robert Mann, president of the Canadian Association of Physicists, argues that his association and other scientific societies can speak for scientists. Their financial dependence on membership dues in a relatively small nation, however, severely limits their ability to advocate effectively. And these associations are no match for the professional public relations operations of government, agencies and other sectors.

CAUT advocates and lobbies for a stronger financial commitment and for coherent policy initiatives. We need to persist in this endeavor. ■

COMMITTEE VACANCIES // POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Three Vacancies. Members should have considerable involvement in one or more of the following areas: academic freedom, human rights and civil liberties. They must be sympathetic to and have had experience in the defence of academic freedom and tenure and they should be willing and available to dedicate considerable time between meetings to the work of the committee, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, One or Two Vacancies (dependent on whether a serving member is elected chair). Members should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Three or Four Vacancies (dependent on whether a serving member is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time between meetings to the work of the committee, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Two Vacancies. Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time between meetings to the work of the committee, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, please send a letter indicating the committee and your background relevant to that committee to:

Johanne Schumacher
Executive Assistant to the Executive Director
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2

Deadline 1 February 2010

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, trois postes. Les candidats et candidates doivent avoir joué un rôle dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. Ils ou elles doivent être sympathiques à la défense de la liberté académique et de la permanence de l'emploi et avoir acquis de l'expérience dans ce domaine. Ils ou elles doivent être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment à la promotion de la liberté académique, en rédigeant des documents et en exerçant des activités connexes.

Comité de la négociation collective et des avantages économiques, un ou deux postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en exerçant des activités connexes.

Comité des bibliothécaires, trois ou quatre postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits académiques et les conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, deux postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en exerçant des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité à :

Johanne Schumacher
Adjointe exécutive au directeur général
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2

La date limite 1er février 2010

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We have struggled for a long time to come to terms with the fact that our universities serve the public interest best when free of government interference in academic affairs. – John Polyani, Nobel Laureate

ACTUALITÉS

Nouveau-Brunswick : pour l'éducation supérieure, le budget reste insuffisant

DANS son budget 2010-2011 déposé le mois dernier, le gouvernement libéral du Nouveau-Brunswick promet une injection de fonds dans le secteur de l'éducation postsecondaire qui devraient permettre de prendre en charge les coûts associés au gel des droits de scolarité, d'augmenter de 3 % les subventions de fonctionnement des universités et d'investir 15 millions de dollars dans l'infrastructure des quatre universités publiques de la province.

Si la présidente de la Fédération des associations de professeures et professeurs d'université du Nouveau-Brunswick (FAPPUNB), Linda Lequin, reconnaît que le budget comporte certains éléments positifs, elle n'en déplore pas moins le fait que les universités ne soient toujours pas financées à des niveaux viables.

« Nous saluons certes toute action qui contribue à améliorer l'accessibilité aux études supérieures », a déclaré Mme Lequin, mais l'augmentation de 3 % des subventions de fonctionnement, « quoique bienvenue, ne suffira peut-être même pas à maintenir le statut quo ».

Selon la FAPPUNB, les subventions de fonctionnement versées aux universités du Nouveau-Brunswick n'ont progressé que de 7 % entre 1999 et 2008 par comparaison au taux national de près de 44 %, et le pourcentage des investissements accordés à ce titre dans cette province est le plus faible de toutes les provinces de l'Atlantique.

Le financement octroyé sous forme de subventions provinciales a augmenté de 22 % en Nouvelle-Écosse, de 29 % à l'Île-du-Prince-Édouard et de 60 % à Terre-Neuve-et-Labrador au cours de la même période.

Le sous-financement chronique, soutient Mme Lequin, ne cesse d'aggraver la situation des universités de la province.

« Nous construisons de nouveaux bâtiments et rénovons les anciens avec les fonds de relance », souligne-t-elle. « Mais sans l'apport d'un financement d'exploitation plus stable et réaliste, ces bâtiments continueront d'abriter des salles de classe de plus en plus surpeuplées parce que les universités ne seront toujours pas en mesure de remplacer les professeurs qui partent à la retraite, et les universités du Nouveau-Brunswick seront incapables de répondre aux besoins de l'économie de la connaissance du XXIe siècle. » ■

English on page A7.

La science marquée par des actes de harcèlement

LES scientifiques du climat sont victimes d'une campagne de harcèlement bien orchestrée de la part des négateurs du réchauffement climatique qui veulent discréditer leurs travaux et empêcher par tous les moyens la réalisation d'objectifs obligatoires de réduction d'émissions de gaz à effet de serre, affirme le climatologue Andrew Weaver de l'Université de Victoria.

Le professeur Weaver et d'autres scientifiques du monde entier dénoncent le harcèlement dirigée contre eux depuis l'affaire dite du « climategate » qui a éclaté à quelques jours de l'ouverture du Sommet de Copenhague sur les changements climatiques, après la publication de courriels piratés du centre de recherches sur le climat de l'université britannique d'East Anglia.

Les « climato-sceptiques » soutiennent que ces échanges électroniques tendent à infirmer la théorie du réchauffement planétaire causé par l'activité humaine, mais la communauté scientifique a depuis démontré que les informations contenues dans les courriels ont été prises hors contexte et travesties et qu'elles ne révèlent rien qui puisse contredire les preuves scientifiques incontestables à l'appui de cette théorie.

Chef de file mondial dans le domaine de la dynamique du climat et auteur principal de rapports d'évaluation du Groupe d'experts intergouvernemental sur l'évolution du climat (organisme créé par l'ONU et lauréat du prix Nobel de la paix 2007), M. Weaver a lui-même été la cible des détracteurs. Son bureau à l'Université de Victoria a été vandalisé deux fois, un ordinateur y a été volé et plusieurs tentatives d'intrusion sur le réseau informatique ont été détectées.

Selon lui, le piratage des courriels visait à détourner l'attention du débat de fond sur les engagements précis à prendre en matière de réduction d'émissions à la conférence de Copenhague.

« Il ne s'agit là que d'un incident parmi la multitude d'actions bien organisées par des gens qui cherchent à discréditer la science et à harceler les scientifiques. Et ceux-ci sont précisément visés parce qu'ils font clairement la preuve de l'urgence d'une intervention face aux dérèglements du climat », explique M. Weaver.

« Si au bout du compte, comme j'en suis certain, ces opposants ont pu se réjouir de l'échec complet du sommet de Copenhague, je ne crois pas que leur tactique ait eu un effet quelconque sur l'issue des négociations », ajoute-t-il. « Ce n'était rien d'autre qu'une distraction passagère. » ■

English on page A4.

Faculty Better Protected under Ontario's New Workplace Violence & Harassment Law

After years of lobbying by the labour sector and others, the Ontario government has finally recognized workplace harassment and violence as occupational hazards.

Amendments to the province's Occupational Health and Safety Act, passed in December, will come into force in June.

Under Bill 168, employers must devise workplace violence and harassment policies, develop a program to implement the policies, and engage in assessments to measure the risk of workplace violence. The new law also gives employees the right to refuse work if workplace violence is likely to endanger the employee and obliges employers to take precautions to protect their employees from domestic violence situations that may spill over into the workplace.

The Ontario Confederation of University Faculty Associations played an active role in the campaign for the amendments.

In briefs to the labour ministry and parliamentarians, OCUFA noted that many faculty work alone, often at night, and often in largely empty labs or office buildings, with little or no security – and that there have been disturbing occurrences of violence in these situations. Librarians, especially those working evening and night shifts, are disproportionately affected by incidents of workplace harassment and aggressive behaviour.

Faculty, moreover, evaluate students' academic performance, and some students become aggressive when objecting to an evaluation. Faculty also deal with plagiarism, and some students have reacted with violent rage when confronted with such allegations. Adding to the risk, faculty names, physical locations and office hours are broadly publicized and readily available on websites and signage, making it easy for an assailant to locate a faculty member.

OCUFA told legislators that while most universities have violence prevention programs, such programs fail to recognize the campus as a workplace. Current policies focus on the safety of students and other members of the community within a general safety environment. The new amendments mean campus programs must now extend beyond their current client focus to include employees.

Bill 168 defines "workplace violence" as physical force that causes or could cause physical injury, attempts to exercise physical force that could cause physical injury, and words or behaviour that can be reasonably interpreted as a threat of physical force.

The proposed legislation did not originally include specific threats, but successful lobbying by OCUFA and others persuaded the government to add this provision.

Workplace harassment is defined as an unwelcome "course of vexatious comment or conduct."

Bill 168, which specifically addresses violence against workers, now brings Ontario in line with other jurisdictions that have introduced progressive measures to their health and safety legislation. ■

Article supplied by OCUFA president Mark Langer.

Ontario : vers une meilleure protection du personnel académique contre la violence au travail

Après des années de lobbying de la part notamment du secteur syndical, le gouvernement de l'Ontario a fini par reconnaître que la violence et le harcèlement au travail constituaient des risques professionnels.

Adopté en dernière lecture en décembre dernier, le projet de loi 168 modifiant la *Loi sur la santé et la sécurité au travail* de l'Ontario entrera en vigueur en juin 2010.

La nouvelle loi exige que les employeurs formulent des politiques concernant la violence et le harcèlement au travail, élaborent un programme de mise en oeuvre des politiques et procèdent à des évaluations des risques de violence au travail. De plus, elle confère aux employés le droit de refuser de travailler si des risques de violence au travail sont susceptibles de les mettre en danger, et elle oblige les employeurs à prendre des précautions pour protéger leurs employés dans les cas où des actes de violence familiale peuvent se produire dans le lieu de travail.

L'Union des associations des professeurs des universités de l'Ontario (UAPUO) a mené une campagne active en faveur de ces modifications.

Dans des mémoires présentés au ministère du Travail et à des parlementaires, l'UAPUO a signalé que beaucoup de membres du personnel académique travaillent seul, souvent la nuit et dans des laboratoires ou des bâtiments à bureaux quasi vides, sans sécurité ou presque, et que des incidents de violence troublants s'étaient produits dans ces situations. Les bibliothécaires, particulièrement celles et ceux qui travaillent en soirée et de nuit, sont exposés hors de toute proportion à des actes de harcèlement et à des comportements agressifs en milieu de travail.

Du fait qu'ils évaluent le rendement scolaire des étudiants, les professeurs doivent parfois faire face à l'agressivité de candidats en désaccord avec leur évaluation. Il est arrivé également des cas où des étudiants accusés de plagiat par des professeurs réagissent avec une rage violente. Les risques sont d'autant plus élevés que le nom des membres du personnel académique, leur adresse sur le campus et leurs heures de bureau sont des renseignements publics, facilement accessibles à partir des sites web et des tableaux répertoires, ce qui permet à tout agresseur potentiel de trouver facilement sa victime.

L'UAPUO a fait valoir aux législateurs que les programmes de prévention de la violence, bien que mis en place dans la plupart des universités, ne reconnaissent pas le campus comme un lieu de travail. Les politiques en vigueur sont axées sur la sécurité des étudiants et des autres membres de la communauté à l'intérieur d'un environnement général de sécurité. En conséquence des modifications apportées à la loi, les programmes mis en oeuvre sur les campus devront dorénavant s'appliquer également à l'ensemble du personnel.

La nouvelle loi définit la « violence au travail », selon le cas, comme l'emploi d'une force physique qui cause ou qui pourrait causer un préjudice corporel, une tentative d'employer une force physique qui pourrait causer un préjudice corporel, et tout propos ou comportement qui peut être raisonnablement interprété comme une menace d'employer une force physique.

Le projet de loi ne précisait pas à l'origine des types particuliers de menaces, mais, par suite des pressions exercées par l'UAPUO et d'autres acteurs, le gouvernement a consenti à ajouter une disposition à cet effet.

Quant au harcèlement au travail, il est défini comme le fait d'adopter « une ligne de conduite caractérisée par des remarques ou des gestes vexatoires » jugés importuns.

L'adoption de nouvelles dispositions portant expressément sur la violence contre les travailleurs permet d'harmoniser la législation ontarienne avec celles d'autres autorités qui ont mis en place des mesures progressistes en matière de santé et de sécurité au travail. ■

Article transmis par Mark Langer, président de l'UAPUO.

Une conférence scientifique sans grand résultat

→ Suite de la PAGE A3

même évoqué sur le problème persistant du sous-financement de la science, de la recherche et des infrastructures. Et c'est à peine si la substance des politiques scientifiques a été abordée. Les préoccupations ont porté avant tout sur les moyens possibles d'encourager les investissements privés en recherche et en développement et de favoriser la collaboration entre la communauté scientifique et le milieu des affaires. Mais les solutions concrètes se sont faites rares.

Malgré les compressions de 148 millions de dollars sur les trois prochaines années qui ont été opérées dans les budgets des conseils subventionnaires, les présidents de ces organismes semblent soutenir l'effort fait par le gouvernement pour renforcer les liens entre les affaires et la science, à preuve la nouvelle Stratégie en matière de partenariats et d'innovation du CRSNG, qui appuie le financement de projets de recherche destinés à résoudre des problèmes propres aux entreprises.

L'ACPPU s'oppose depuis longtemps à la pratique de ciblage des fonds de plus en plus répandue vers des secteurs qui répondent aux priorités à court terme du gouvernement; d'ailleurs, les délégués présents à l'assemblée du conseil de l'ACPPU en novembre dernier ont adopté unanimement une résolution contre la nouvelle stratégie et les programmes du gouvernement.

Ce qui me ramène à la question fondamentale : Qui représente les intérêts de la science? Les associations professionnelles, qui assumaient directement ce rôle à une époque, se sont vu supplanter ces dernières années par les organismes subventionnaires, qui, fidèles à leur réputation, sélectionnent les meilleurs projets de recherche suivant le processus d'examen par les pairs. Bien entendu, une telle approche avantage, au détriment des sciences humaines et sociales, les domaines à forte intensité capitalistique et, de façon plus générale, les sciences, le génie et la médecine, dotés de bases de financement beaucoup plus importantes.

Un changement plus insidieux s'est toutefois produit avec la représentation accrue des entreprises au sein des conseils d'établissement des politiques – changement qui, amorcé à la fin des années 1990, s'est largement accéléré sous l'impulsion du gouvernement actuel.

Robert Mann, le président de l'Association canadienne des physiciens et physiciennes, soutient que son organisme et les autres sociétés scientifiques sont en mesure de représenter les scientifiques. Cependant, leur dépendance financière des cotisations de leurs membres au sein d'un pays relativement peu peuplé limite sérieusement leur capacité à promouvoir avec efficacité les intérêts en jeu. Et puis ces associations ne sont pas de taille face aux organisations professionnelles de relations publiques du gouvernement, des organismes subventionnaires et d'autres secteurs.

L'ACPPU travaille activement et fait pression pour obtenir un engagement financier plus ferme et des actions stratégiques cohérentes. Il nous faut persister dans cette voie. ■

Judy Rebick remporte le prix Sarah-Shorten

Judy Rebick

Le prix Sarah-Shorten 2009 a été décerné à Judy Rebick, titulaire de la chaire CAW-Sam Gindin en justice sociale et démocratie à l'Université Ryerson, lors de l'assemblée du conseil de l'ACPPU en novembre dernier.

L'ACPPU a créé ce prix en 1990 afin de reconnaître les réalisations exceptionnelles qui contribuent à la promotion des droits des femmes dans les collèges et les universités du Canada.

Au sein de sa communauté universitaire, M^me^ Rebick incarne une démarche militante et engagée de valorisation de la recherche, et axée sur la justice sociale et l'égalité.

Ses livres *Ten Thousand Roses: The Making of a Feminist Revolution* (2005) et *Imagine Democracy* (2000) figurent aux programmes d'études d'établissements postsecondaires de tout le pays. « Elle a contribué de façon marquée au développement des théories féministes et à la documentation de l'histoire du militantisme des femmes au Canada », écrit l'une des personnes qui ont proposé sa candidature.

M^me^ Rebick est présidente sortante du Comité canadien d'action sur le statut de la femme, au sein duquel elle a exercé des pressions auprès des gouvernements pour faire avancer la cause de l'égalité entre les sexes à l'aide de lois et de politiques, elle a édifié des alliances entre les mouvements de défense des femmes du Québec et du reste du Canada et elle a soutenu les organismes de femmes autochtones.

En tant que communicatrice et collaboratrice à de nombreux médias et publications, soulignent les auteures de la proposition de candidature, M^me^ Rebick a exercé une profonde influence sur son public et a contribué à sensibiliser la population aux questions féministes. Aujourd'hui, en plus du poste qu'elle occupe à Ryerson, elle est l'éditrice du site de nouvelles alternatif *rabble.ca* et elle collabore régulièrement à la revue *Herizons*.

« En sa qualité d'universitaire, de communicatrice et de militante, la professeure Rebick est un modèle extraordinaire pour de nombreuses personnes... et elle a beaucoup apporté au milieu universitaire, y compris sur le plan de la conscience sociale », peut-on lire dans une autre lettre élogieuse qui appuie sa candidature. ■

Traduit de l'article « Activist Judy Rebick Wins Sarah Shorten Award » (*Bulletin* de l'ACPPU, décembre 2009).

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ACTUALITÉS

Lakehead : manifestation du personnel académique

– PHOTO: TBNEWSWATCH.COM –

Le vice-président de l'ACPPU, Wayne Peters, a participé au rassemblement tenu le 21 décembre à Thunder Bay.

DES centaines de membres du personnel académique de l'Université Lakehead ont tenu un rassemblement, le 21 décembre, pour protester contre la décision de la direction de fermer l'établissement pendant quatre jours en décembre et de ne pas rémunérer le personnel pour cette période.

La direction de l'université avait annoncé au début de l'année dernière qu'elle fermerait les campus de Thunder Bay et d'Orillia du 21 au 24 décembre pour réaliser des économies.

Pour l'association du personnel académique de l'Université Lakehead (LUFA), le refus de rémunérer l'ensemble du personnel pour ces jours de fermeture équivaut, de la part de la direction, à une violation de la convention collective et à l'imposition d'un lock-out. L'affaire a été portée en arbitrage et les audiences se poursuivront en janvier et en février.

« La direction de Lakehead – sans aucune consultation préalable – essaie de faire payer à ses employés sa gabegie financière », a déclaré la présidente de la LUFA, Joey Farrell. « Ses actions vont non seulement porter atteinte à la réputation de l'université mais aussi compromettre sa capacité à offrir un enseignement de haute qualité. »

En fait, estime M^me^ Farrell, la solution que l'université a trouvée pour se sortir de ses difficultés financières ne lui permettra au final que de réaliser des économies négligeables, d'empoisonner le climat de travail et de nuire aux étudiants en les privant d'accès aux bibliothèques, aux ressources d'apprentissage et aux services de soutien.

« La décision unilatérale de la direction trahit un incroyable mépris à l'endroit de la population étudiante et du corps universitaire », s'est indignée Daphne Bonar, représentante de la LUFA au campus d'Orillia.

La manifestation a attiré des membres du personnel académique de tout le pays venus témoigner leur solidarité syndicale active.

« L'imposition d'un congé non payé par les dirigeants de Lakehead est une mesure sans précédent dans les universités canadiennes », a indiqué le directeur général de l'ACPPU, James Turk, qui a pris part, avec le vice-président de l'ACPPU, Wayne Peters, au rassemblement tenu à Thunder Bay.

« La fermeture de l'établissement est carrément une injure au corps professoral, au personnel et aux étudiants de Lakehead. Au vu de l'ampleur et de l'ardeur de leurs protestations, il ne fait guère de doute que la direction fera les frais de sa décision irréfléchie et irresponsable. » ■

English on page A7.

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Strike Vote at St. Francis Xavier

St. Francis Xavier University's academic staff union called a strike vote last month in response to what the union says are untenable proposals by the university administration during contract negotiations.

StFXAUT, which represents about 400 academic staff at the university, announced Dec. 10 that it had secured 82% majority on a 78% turnout for the strike vote.

StFXAUT president David Lynes said talks between the union and the employer reached an impasse late in November "when it became clear the employer not only refused to table a financial offer based on parity, but wanted major concessions that would erode working conditions and benefits, as well as weaken academic freedom and tenure."

The previous agreement expired in June 2009. ■

CALL FOR NOMINATIONS / APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Nominations of members of marginalized groups are encouraged. Elections will take place at the CAUT Council meeting in Ottawa in April 2010.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the association.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Collective Bargaining and Economic Benefits Committee. Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in collective bargaining and shall normally have served at least one year on the committee.

Chair, Librarians Committee. Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians Committee should have considerable experience representing the interests of librarians, have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
Gordon Shrimpton
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:
(1) a letter of nomination;
(2) a brief statement of why the nominator feels the nominee is qualified to serve;
(3) the agreement of the nominee to serve if elected; and
(4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2010

www.caut.ca

For information on release time please visit www.caut.ca and click on Administrative Procedures & Guidelines under CAUT Policies.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidate ou candidat et de présenter des candidatures. Nous serions heureux de recevoir des mises en candidature de membres de groupes marginalisés. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2010.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidates et candidats à la présidence doivent avoir une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

La trésorerie. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la négociation collective et des avantages économiques. La ou le titulaire doit présider le comité et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable en négociation collective et doivent normalement avoir siégé depuis au moins un an au sein du comité.

La présidence du Comité des bibliothécaires. La ou le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé depuis au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est de un an. Le mandat de la trésorerie et de la présidence des comités est de deux ans.

Méthode de mise en candidature

Prière d'adresser les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
(1) une lettre de mise en candidature;
(2) une brève déclaration expliquant pourquoi la personne qui présente la candidate ou le candidat estime qu'il ou elle possède les qualités voulues;
(3) l'accord de la candidate ou du candidat de siéger au sein du comité advenant son élection;
(4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à l'adresse www.acppu.ca.

La date limite 1er mars 2010

www.acppu.ca

Pour des informations sur le dégagement, rendez-vous sur www.acppu.ca et cliquez sur « Procédures administratives et directives internes » sous « Politiques de l'ACPPU ».

CAUT ACPPU

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Copyright Intervention: The Price of Knowledge

From PAGE A1

Copyright law gets "very technical, very quickly, but millions of dollars and fundamental issues of free speech and academic freedom are at stake," Fewer says. "The involvement of the post-secondary educational community is welcome."

CAUT has retained noted intellectual property lawyer Howard Knopf to act on its behalf in the intervention. Knopf expects the court should hear the case within the next two months.

He says the board's K–12 decision is the first reported case dealing with photocopying since the Supreme Court of Canada's landmark 2004 CCH v. Law Society of Upper Canada judgment. CCH established that fair dealing is a user's right that must be given a large and liberal interpretation.

"The Supreme Court said we need more fair dealing, not less," said Knopf, "but the Copyright Board seems to be going in the opposite direction."

Sam Trosow, a professor of law at the University of Western Ontario and chair of CAUT's copyright advisory committee, says there is a concern some of the language in the board decision could acquire the status of binding precedent on the university and college sector if it is confirmed by the court. "That's why it's so important we have this opportunity to make our case before the judges," he adds.

Learning and research activities undertaken in colleges and universities involve "very different" fair dealing issues than those in the K–12 system, notes Trosow.

"It is essential that the court avoids making a one-size-fits-all pronouncement that applies from kindergarten to post-doctorate levels," he says. "If the board's fair dealing analysis is upheld, the ramifications will go well beyond the increased monetary burden that students will be forced to bear, reaching into the way Canadian researchers engage in innovative activities such as electronic reserves." ■

ON THE NET

CAUT's affidavit and factum in the matter of the Province of Alberta as represented by the Minister of Education and Others (Applicants) and the Canadian Copyright Licensing Agency operating as "Access Copyright" (Respondent) are available at www.caut.ca.

CAUT's Intellectual Property Advisory on Fair Dealing: www.caut.ca/uploads/IP-Advisory3-en.pdf.

A Rant on Excellence

From PAGE A3

If, when we critique the term "excellence," we are accused of being mediocre ourselves or in favour of lacklustre performance, it is clear this word has become not a compliment but rather what Foucault might call an instrument of social control, more useful because it is so vague, so impossible to define.

This bullying use of "excellence" also makes me wonder: Is it the administration's job to urge faculty to perform according to some vaguely excellent level? What image of the scholar does this narrative suggest? That we will all be above-average? That nobody will be acceptable unless they are? That faculty require urging, coaxing, bribery or threats to do well at their jobs?

The reason excellence as a category has such traction in a university setting is that academics are already high achievers, competitive, accustomed to praise, self-driven and jealous of reputations. This is precisely the reason this attempt at social control isn't needed — we are already our own self-motivators.

We are far more likely to need, in fact, a productive balance of work and life. Many of my colleagues work every evening and all weekend long — frequently work themselves sick, in fact. Many feel they must surrender time with their families, time to pursue other interests, time to invest in their communities, and time to simply enjoy life in order to answer work demands.

How much better would it be if we had a collective approach to achievement and skills, so that within a given department, we would expect and encourage a range of expertise in the different elements of our work? How much better would it be if we helped people pursue their ambitions, in whatever they choose to do? What if senior administrators saw it as their role not to chide and discipline but to nurture, support and provide resources for our ideas to improve our universities?

How much better would it be to maintain a healthy and encouraging workplace environment, where our ordinary, day-to-day work was appreciated, where new programs or new demands would be balanced by easing of other requirements and where our superiors would actually be concerned about overload and building in some down time?

As it is, we spend more and more of our work energies having to prove repeatedly that we deserve the resources we need to do our jobs. We spend more and more time attempting to demonstrate, in order to keep our jobs, that we are even more excellent than we were the year before, more excellent than our colleagues and more excellent than the university across town.

The net effect, ironically, is that we are far more likely to do less of what we were trained to do, what we are genuinely gifted at. You don't make a pig fatter by weighing it; you feed it. "Excellence," I assure you, despite its fine sound, has no nutritional value. ■

Elizabeth Hodgson is associate professor of English and president of the faculty association at the University of British Columbia.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

CAREERS
CARRIÈRES

SECTION B

A

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2010. Rank and field are open, but we especially welcome applicants with teaching interests in auditing. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or a nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 16 new faculty members over four years. In 2009, we added over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://saf.uwaterloo.ca. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, interested candidates are required to include a curriculum vitae and a research sample to complete an on-line application at https://artsonline.uwaterloo.ca/OFAS/SAF/. Referees please send reference letters separately to heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **AEROSPACE ENGINEERING — University of Toronto.** The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for a tenure-track position at the level of Assistant Professor or Associate Professor in aerospace engineering. The successful applicant will be nominated for a Tier II Canada Research Chair (www.chairs.gc.ca). The appointment will begin on or after July 1, 2010. We seek applicants whose primary area of research is related to high-fidelity multi-disciplinary optimization, as applied to aircraft design. However, consideration will be given to applicants with expertise in any area related to aerospace science and engineering. Preference will be given to applicants who will contribute to the UTIAS strategic focus on reducing the environmental impact of aircraft. Experience with large-scale computing is also an asset; the University of Toronto's supercomputer ranked 16th in the June 2009 Top 500 ranking. Applicants must have a doctoral degree, typically from an aerospace or mechanical engineering department, and a strong commitment to both teaching and research. The successful candidate is expected to establish and lead a dynamic research program, supervise graduate students, and teach undergraduate and postgraduate courses. The selection will be based primarily on the applicant's potential for excellence in research and teaching. Salary is commensurate with qualifications and experience. For information about UTIAS, please see our web site (www.utias.utoronto.ca). Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) examples of publications and material relevant to teaching experience. Applicants are also asked to provide the names and contact information (mailing address, telephone, fax, and email) of five referees who are able to comment on the applicant's experience and ability in teaching and research. Address your application to Professor D.W. Zingg, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada M3H 5T6 and submit it electronically to Joan DaCosta at dacosta@utias.utoronto.ca. Review of applications will begin on January 31, 2010, and applications will be accepted until the position is filled. The University of Toronto is located in Toronto, a large multicultural city offering many cultural, professional, and research opportunities. The student body at the University reflects the diversity of the city. The breadth of the University provides numerous opportunities for interdisciplinary collaborative research. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University is also responsive to the needs of dual career couples. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ANTHROPOLOGY — Saint Mary's University.** The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor with a specialization in the field of socio-cultural anthropology. A scholarly focus on work related to public outreach, community partnerships, field schools, and student experiential learning would be considered an asset. We are seeking an individual with a demonstrated record of effectiveness in university teaching who will support and help develop course offerings from introductory through to senior levels of the program. The successful candidate will hold a PhD, or ABD status with the dissertation near completion. The appointment will begin on July 1, 2010. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education whose teaching in the Department can also contribute to its interdisciplinary programs. Applicants are encouraged to consult faculty web pages to determine how, as potential hires, they might enrich our intellectual community. http://www.smu.ca/academic/arts/department. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three references to Dr. Paul A. Erickson, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. E-mailed applications will not be considered. The closing date for applications is January 20th, 2010. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

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Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	CLOSING DATE \ DATE DE TOMBÉE	POST DATE \ DATE AFFICHÉE
September 2009 septembre	August 05 août 2009	August 27 août 2009
October 2009 octobre	September 02 septembre 2009	September 24 septembre 2009
November 2009 novembre	October 07 octobre 2009	October 29 octobre 2009
December 2009 decembre	November 04 novembre 2009	November 26 novembre 2009
January 2010 janvier	December 02 décembre 2009	December 31 décembre 2009
February 2010 février	January 06 janvier 2010	January 28 janvier 2010
March 2010 mars	February 03 février 2010	February 25 février 2010
April 2010 avril	March 03 mars 2010	March 25 mars 2010
May 2010 mai	April 07 avril 2010	April 29 avril 2010
June 2010 juin	May 05 mai 2010	May 27 mai 2010

Advertising Rates (Section B)

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Display ads ..... $65 / column inch
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Classified ads ..... $0.50 / word
Add a picture/graphic ..... +$25
† Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.

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Preferred position (display ads) ..... +10%
Agency commission (print-ready display ads)†† 15%
†† 4-colour & position charges commissionable.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI
Grandes annonces ..... 65 $/pouce-colonne
Annonces classées ..... 1,20 $/mot

AUTRES QUE LES OFFRES D'EMPLOI†
Annonces classées ..... 0,50 $/mot
Ajout d'une image ou d'un graphique ..... + 25 $
† Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements).

AUTRES FRAIS
Quadrichromie ..... +700 $
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Commission d'agence (prêtes pour l'impression)†† ..... 15 %
†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, généralement. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel : (202) 737-5900, ou de visiter www.aaup.org

How to Place a Career Ad

PHONE
613-820-2270

FAX
613-820-2417

EMAIL
ads@caut.ca

MAIL
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted online at **ACADEMICWORK.CA** for free.

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

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CAREERS CARRIÈRES

Concordia University
Arts and Science

Concordia University
Faculty of Arts and Science

The Faculty invites applications for the following positions. **Please send your application to the appropriate department contact c/o Concordia University, 1455 De Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8.** Applications should consist of a cover letter, a current *curriculum vitae*, a statement of teaching interests, and evidence of teaching effectiveness. Candidates should arrange for three letters of reference to be sent directly to the department contact.

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for up to four limited-term appointments in the following areas: **Leisure Sciences/Therapeutic Recreation, Human Relations, Youth Work,** and **Family Relations**. A PhD in a relevant social science discipline is required. Assets for these positions include advanced professional training in human relations, group process intervention, and professional experience in youth or family agencies.

Dr. Lisa Dstiguy, Chair, Department of Applied Human Sciences
ostiguy@alcor.concordia.ca
http://ahsc.concordia.ca

BIOLOGY

The Department of Biology invites applications for two limited-term appointments in 1) **Cell and Molecular Biology** and 2) **Organismal Biology**. The successful candidates will be expected to teach lecture and laboratory classes at the intermediate and advanced level, plus introductory courses in general biology. Applicants for both positions should have a PhD and relevant teaching experience. Electronic applications and letters of reference are encouraged.

Dr. Grant E. Brown, Chair, Department of Biology
gbrown@alcor.concordia.ca
http://clone.concordia.ca/bioweb/

CLASSICS MODERN LANGUAGES AND LINGUISTICS

CMLL invites applications for eight limited-term appointments in the following areas: **Classics**: Classical Languages and Literature; Greek and Roman history; **Italian** language and literature; **Linguistics**. phonetics/phonology; theoretical; **Modern Arabic** language and culture; **Spanish**: Modern peninsular literature and culture; Latin American literature and culture.

Brod Nelson, Classics, Modern Languages and Linguistics
bnelson@alcor.concordia.ca, 514-848-2424, ext. 2311
http://cmll.concordia.ca

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for four limited-term appointments in **Media Production** (must be able to teach in at least three areas: video; sound; film; intermedia); **Media Studies and Criticism**; **Media Theory and Public Discourse**.

Professor Rae Staseson, Chair, Department of Communication Studies
Rae.Staseson@concordia.ca
http://camm.concordia.ca
(electronic applications will not be accepted)

ECONOMICS

The Department of Economics invites applications for five limited-term appointments. Candidates should have a completed, or near completed PhD, and be capable of teaching undergraduate courses in several of the following areas: **Theory, Statistics, Uses of Economic Data, Canadian Economic Policy, Mathematical Economics,** and **International Economics**.

Dr. William Sims, Chair, Department of Economics
econlta@alcor.concordia.ca
http://economics.concordia.ca

EDUCATION

The Department of Education invites applications for up to six limited-term appointments in **Early Childhood and Elementary Education, Educational Foundations, English as a Second Language (ESL),** and **Interdisciplinary Education**, i.e., Applied Linguistics, Child Studies, Educational Studies and/or Educational Technology. Applicants for all positions should have a PhD (or nearly completed) and relevant teaching experience. Knowledge of the Québec Government's MELS Program is important for the Early Childhood and Elementary Education/Foundations positions.

Dr. Richard F. Schmid, Chair, Department of Education
Schmid@education.concordia.ca
http://doe.concordia.ca

ENGLISH

The Department of English invites applications for up to eight limited-term appointments in these areas: **Canadian literature, Composition/Professional Writing and Literature** (one position), **Contemporary literature, Creative Writing** (two positions), **Late Medieval and Early Modern Literature, Medieval literature,** and **Nineteenth Century British literature**.

Dr. Jason Camlot, Chair, Department of English
chaireng@alcor.concordia.ca
http://english.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'études françaises sollicite des candidatures à un poste à durée limitée éventuel **en enseignement du français langue seconde et du français avancé** ainsi qu'à un poste à durée limitée éventuel en **traduction français-anglais**. Les qualifications recherchées sont soit un Ph.D. obtenu ou en voie d'obtention, soit une maîtrise obtenue, ainsi que de l'expérience en enseignement et en administration, des publications et une aptitude au travail d'équipe.

Monsieur Philippe Caignon, directeur, Département d'études françaises
pcoignan@alcor.concordia.ca
http://francois.concordia.ca

GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment is seeking one limited-term appointment for its programs in **Urban Studies** and **Urban Planning**. The appointee will teach the introductory laboratory courses in representation methods and analytical methods as well as other courses at an advanced level, according to the capabilities and desires of the appointee.

Dr. David Greene, Chair, Department of Geography, Planning and Environment
greene@alcor.concordia.ca
http://gpe.concordia.ca

HISTORY

The Department of History invites applications for up to two limited-term appointments, in **Modern European history**, with ability to premodern Europe at the survey level; and in **Latin American history**, with a secondary field in either European or American history. University teaching experience and PhD or advanced ABD preferred.

Dr. Shannon McSheffrey, Chair, Department of History
histjobs@alcor.concordia.ca
http://history.concordia.ca

LIBERAL ARTS COLLEGE

The Liberal Arts College invites applications for up to two limited-term appointments, one in **Western Civilization and Culture** and one in **Art and Music History**. For the position in Western Civilization and Culture, the ideal candidate should be competent to teach seminars in our multi-disciplinary Great Books curriculum with particular reference to the period from classical and biblical Antiquity to the seventeenth century. For the position in Art and Music History, the ideal candidate should be competent to teach a year-long art history seminar which ranges from classical and biblical antiquity to the modern era and a music history survey seminar in our multi-disciplinary Great Books curriculum.

Dr. Aniela Freedman, Principal, Liberal Arts College
aniela@alcor.concordia.ca
http://liberalartscollege.concordia.ca/

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics invites applications for up to six limited-term appointments to teach in some of the following areas: **analysis, differential equations, computational algebra, numerical analysis, optimization, probability and statistics**. Requirements include relevant teaching experience and a completed or nearly completed PhD.

Dr. Yogendra Chaubey, Chair, Department of Mathematics and Statistics
choir@mothstat.concardia.ca
http://www.mathstat.concordia.ca

PHILOSOPHY

The Department of Philosophy invites applications for two limited-term appointments in (1) **Ethics and Philosophy of Religion**, teaching courses such as Introduction to Ethics, Applied Ethics, Philosophy of Leisure, and Philosophy of Religion; and (2) **Contemporary Continental Philosophy and Political Philosophy**, covering courses such as From Modern to Postmodern Thought, Continental Philosophy, and Political Philosophy.

Dr. Matthias Fritsch, Choir, Philosophy
mfritsch@alcor.concordia.ca (inquiries only)
http://philosophy.concordia.ca

POLITICAL SCIENCE

The Department of Political Science invites applications for up to five limited-term appointments in the following subfields: **Canadian politics and public administration and international relations**; ability to teach political theory or comparative politics will be an asset. These are teaching positions involving an 18-credit (six classes) workload. Candidates must have a PhD or be near completion

Dr. Peter Stoett, Chair, Department of Political Science
pstoett@alcor.concordia.ca
http://politicalscience.concordia.ca

PSYCHOLOGY

The Department of Psychology invites applications for eight limited-term appointments. The successful candidates would be required to teach a combination of any of the following areas: **history, social, developmental, evolution, cognition, learning** as well as **research methods and statistics**.

Dr. Jean-Rach Laurence, Chair, Department of Psychology
psychair@alcar.concordia.ca
http://psychology.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for two limited-term appointments in Sociology and one limited-term appointment in Anthropology. We are interested in candidates with teaching and research strengths in **Sociological Theory and Research Methods** and candidates with teaching and research strengths in **Anthropological Theories and Field Work** and ideally Sub-Saharan African Societies. In each case a PhD is an asset.

Dr. Frances M. Shaver, Choir and Professor
Department of Sociology and Anthropology
sachair@alcor.concordia.ca

THEOLOGICAL STUDIES

The Department of Theological Studies invites applications for one limited-term appointment in either **Historical Theology** or **Christian Spirituality**. The successful candidate would be expected to teach 6 courses, including a graduate course in his/her field.

Dr. Marie-France Dion, Interim Choir, Department of Theological Studies
moriedio@alcor.concordia.ca
http://theology.concordia.ca

These positions are subject to budgetary approval and department/unit need. Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance. Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of three consecutive years. They are normally at the rank of Lecturer or Assistant Professor, beginning August 15, 2010 and ending May 31, 2011. Successful candidates will normally be expected to teach three courses per semester.

All inquiries about specific positions should be directed to the appropriate department contact. Review of applications will begin as they are received and will continue until the required position has been filled. **All applications should reach departments no later than March 15, 2010.**

For additional information please visit our Website at: *http://artsandscience.concordia.ca*

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

UNIVERSITÉ Concordia UNIVERSITY

CAREERS CARRIÈRES

B

■ **BIOETHICS & RELIGION — McGill University.** The successful candidate must have obtained a PhD (within the past five years from time of appointment) in Religious Studies (bioethics) or Medicine or Law with a focus on some aspect of bioethics and religion. The stipend will be $36,750 (CDN) plus health and dental plan coverage. Requirements include organizing and doing seed work for a collaborative research project, organizing a symposium on the research topic, making a team grant application, and writing two collaborative articles with someone on the team grant. In addition, the successful candidate will be expected to teach two courses in religion and bioethics. The Faculty of Religious Studies offers courses in bioethics and ethics at the undergraduate level, an MA with specialization in Bioethics in collaboration with the Faculties of Law, Medicine, and Arts (Philosophy), and a PhD in Ethics. All applicants must include their CV and a statement regarding research interests in their application. For further information, contact: Katherine K. Young, James McGill Professor, 3520 University Street, Montreal, PQ, H3A 2A7 Canada; phone: 514-398-1511; e-mail: katherine.young@mcgill.ca.

■ **BIOLOGY — University of Saskatchewan. 2 TENURE-TRACK POSITIONS: Commencing July 1, 2010.** Environmental Biology/Ecological Toxicology — Assistant level: DEADLINE: January 15, 2010. See web page: http://artsandscience.usask.ca/college/employment/pdf/2009/0911_bioeco.pdf. Genetics — Assistant or Associate level: DEADLINE: January 31, 2010. See web page: http://artsandscience.usask.ca/college/employment/pdf/2009/0911_genetics.pdf.

C

■ **CHEMISTRY — Sir Wilfred Grenfell College. Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.**

■ **CHILD & YOUTH STUDY — Mount Saint Vincent University.** Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Department of Child & Youth Study is currently seeking applications for a tenure-track faculty position at the rank of Assistant Professor. The Department of Child & Youth Study offers a Bachelor of Arts (Child & Youth Study) and a Master of Arts (Child & Youth Study). Preference will be given to applicants who have a background in early childhood education. Applicants should have expertise in developmental and social issues in the infancy through middle childhood years. Professional and practical experience working with young children is also required. A PhD in one of the following disciplines is required: Early Childhood Education, Child and Youth Care, Education, Social Work, Family Studies or Developmental Psychology. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applications, including cover letter, current curriculum vitae, names and contact information for three references should be submitted to Dr. Carmel French, Department Chair by email at Carmal.French@msvu.ca or by mail to her attention to MSVU, 166 Bedford Highway, Halifax, NS, B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (WATER/WASTEWATER TREATMENT) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to engineered or natural aquatic systems. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology, and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry, and physicochemical and/or biological processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **COMPUTER SCIENCE — University of Toronto Scarborough.** The Department of Computer and Mathematical Sciences, University of Toronto Scarborough (UTSC), and the Graduate Department of Computer Science, University of Toronto, invite applications for a tenure-stream appointment at the rank of Assistant Professor, to begin July 1, 2010. We are interested in candidates with research expertise in Computer Systems, including Operating Systems, Networks, Distributed Systems, Database Systems, Computer Architecture, Programming Languages, and Software Engineering. The University of Toronto is an international leader in computer science research and education, and the Department of Computer and Mathematical Sciences enjoys strong ties to other units within the University. The successful candidate for this position will be expected to participate actively in the Graduate Department of Computer Science at the University of Toronto, as well as to contribute to the enrichment of computer science academic programs at the University's Scarborough campus. Candidates should have, or be about to receive, a PhD in computer science or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a commitment to undergraduate and graduate teaching. Evidence of excellence in teaching and research is necessary. Salary will be commensurate with qualifications and experience. Application materials, including curriculum vitae, research statement, teaching statement, and three to five letters of recommendation, should be submitted online at www.mathjobs.org, preferably well before our deadline of January 17, 2010. PLEASE NOTE THAT WE ARE ONLY ACCEPTING APPLICATIONS AT: www.mathjobs.org. For more information about the Department of Computer & Mathematical Sciences @ UTSC, please visit our home page www.utsc.utoronto.ca/~csms.

■ **COMPUTER SCIENCE — University of Toronto Scarborough.** The Department of Computer and Mathematical Sciences, University of Toronto Scarborough invites applications for a non-tenure-stream, two-year appointment as the Mendelzon Visiting Assistant Professor, to begin July 1, 2010. We will consider applicants in all areas of computer science, but are especially interested in applicants who will help advance our curriculum in computer systems and software engineering. The University of Toronto is an international leader in computer science research and education, and the Department of Computer and Mathematical Sciences enjoys strong ties to other units within the University. The successful candidate for this position will be encouraged to engage in collaborative research with other computer science faculty at the university, as well as to contribute to the enrichment of computer science academic programs at the University's Scarborough campus. Candidates should have, or be about to receive, a PhD in computer science or a related field. They must demonstrate an ability to pursue innovative research, and a commitment to undergraduate teaching. Application materials, including curriculum vitae, research statement, teaching statement, and three to five letters of recommendation, should be submitted

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YOU NEED TO CONTACT
Mélanie Forget QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: forget@caut.ca

University of Regina

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS
Term Position
In the Departments of Economics and Political Science

FACULTY OF EDUCATION
Tenure-Track Positions (2)
1) In the area of Educational Administration and Adult Education/Human Resource Development
2) In the area of Minority Language Education — Francophone Schools

Two-Year Term Position
In the area of Educational Psychology, specifically, counselling and therapy

FACULTY OF ENGINEERING AND APPLIED SCIENCE
Five-Year Term Positions (2)
In the area of Petroleum Systems Engineering

FACULTY OF KINESIOLOGY AND HEALTH STUDIES
Tenure-Track Position
CCRF Research Chair in Neuromusculoskeletal Health

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University of Regina
University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

Concordia University
Arts and Science

CANADA RESEARCH CHAIRS

Concordia University's Faculty of Arts and Science is the third largest academic faculty in Canada. Home to 27 academic units, the Faculty is leading Concordia University in Montreal to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, humanities, and social sciences, the Faculty invites applications for the following Canada Research Chair (CRC) positions, each of which is directly linked to priority areas in Concordia University's Strategic Research Plan (2008-12): *http://oor.concordia.co/formsondereferencedocuments/strategicreseorchplon*

TIER I CANADA RESEARCH CHAIR IN COMPUTATIONAL NANOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for one Tier I Canada Research Chair (CRC) in Computational Nanochemistry. The successful candidate will have established a highly visible, internationally recognized, innovative research program in computational/theoretical chemistry, as demonstrated by an outstanding publication and funding record, and active graduate supervision. His/her research program will enhance the University's existing research strengths in nanotechnology and the nanosciences. Original method development and application to novel advanced materials design will be an asset. The Department is home to the multi-institutional, multi-disciplinary, Centre for Research in Molecular Modeling (CERMM) and to an emerging Nanoscience group. The successful candidate is expected to assume a major leadership role in CERMM and to contribute to the international reputation of the Centre and the University by bringing to Concordia a vigorous and expanding research program. He/she will continue to attract excellent graduate students and other research personnel, and contribute to high quality undergraduate and graduate teaching and training.
Dr. Gilles Peslherbe
Chair, Search Committee
ghp@olcor.concordio.co
http://chem.concordio.co

Tier I CRCs are for 'outstanding and innovative researchers' who are acknowledged by their peers as 'world leaders in their fields.' They are awarded for seven years and are renewable.

TIER II CANADA RESEARCH CHAIR IN CELLULAR SCIENCE AND HUMAN HEALTH

The Department of Biology invites applications for one Tier II Canada Research Chair (CRC) in Cellular Science and Human Health. Through this appointment, the Department is seeking to strengthen its leadership position in elucidating the fundamental mechanisms governing human health and disease at the molecular and cellular level. Candidates must have postdoctoral experience, demonstrated excellence in research and a high potential for teaching. Successful applicants are expected to establish a strong, externally-funded research program and contribute to high quality undergraduate and graduate teaching and effective supervision of graduate students. In order to successfully compete for a CRC award, candidates are expected to have an outstanding and innovative research program, and the ability to attract excellent graduate students.
Dr. Grant E. Brown, Chair, Department of Biology
gbrown@olcor.concordio.co
http://clone.concordio.ca/bioweb/

TIER II CANADA RESEARCH CHAIR IN CLINICAL NUTRITION

The Department of Exercise Science invites applications for one Tier II Canada Research Chair (CRC) in Clinical Nutrition. Applicants for this position must have a PhD in Nutrition or a related discipline, a superior publication record, an outstanding and innovative research program in clinical nutrition, and demonstrated ability to secure external funding and attract exceptional graduate students. Applicants' research activities may fall into a variety of areas of clinical nutrition, for example, in metabolomics (e.g., functional foods and nutrigenomics), in developmental nutrition (e.g., aging and human health through lifecycle) and, in nutrition energetics (e.g., chronic disease, obesity, etc). The successful candidate will be expected to take a leadership role in the development of a multidisciplinary, nutrition-related research program associated with the Prevention, Evaluation, Rehabilitation, Formation Research Centre PERFORM (see *http://performcentre.concordio.co*).
Dr. Robert Kilgour, Chair, Department of Exercise Science
kilgour@olcor.concordio.co
http://excsci.concordio.co

Tier II CRCs will be "exceptional emerging researchers" who are at an early phase of their careers (i.e. within 10 years of completing their PhD) and have demonstrated the promise of a strong research profile and the potential to be leaders in their field. Tier II CRCs are awarded for five years and are renewable once.

CRC positions at Concordia offer an attractive salary, an annual research stipend, reduced teaching loads, and the opportunity to apply for start-up infrastructure through the Canada Foundation for Innovation (CFI) Leaders Opportunity Fund (LOF).

The goal of the CRC program is to ensure that Canadian universities "achieve the highest levels of research excellence to become world-class research centres in the global, knowledge-based economy." Concordia University's academic culture celebrates research, creativity, and the transfer of knowledge in many ways that are ideal for today's innovation-driven society. The strategic deployment of CRCs is an integral part of Concordia's overall plan to promote and develop its research enterprise

In order to successfully compete for a CRC award, candidates are expected to have an outstanding and innovative research program, and the ability to attract excellent graduate students.

Please send your application to the appropriate departmental contact c/o Concordia University, 1455 De Maisonneuve Blvd. W., Montreal, QC, H3G 1M8. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

The successful candidates for the CRC positions will, in the first instance, be offered an unconditional tenure-track or tenured appointment at the rank of Assistant, Associate, or full Professor, as appropriate to the CRC position, in the host department. The candidates will be required to work with their departments and the Faculty to prepare the formal CRC nomination according to the CRC program guidelines. The University will submit the nomination to the CRC Secretariat at the earliest opportunity.

The position, linked to the CRC appointment, will normally begin July 1, 2010. The University will nominate the successful candidates to the CRC Secretariat at the earliest opportunity according to the guidelines of the CRC program. Candidates for all positions must have a completed PhD. Applications should reach the departments by February 15, 2010 and the review process will continue until the position is filled. All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at *http://artsandscience.concordio.ca*

Canadian and international applicants are encouraged to apply. Concordia University is committed to employment equity.

CAREERS CARRIÈRES

online at www.mathjobs.org, preferably well before our deadline of January 17, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Mendelzon Visiting Assistant Professorship is a position created in memory of Alberto Mendelzon, FRSC, distinguished computer scientist, and former chair of the Department of Computer and Mathematical Sciences, University of Toronto Scarborough. PLEASE NOTE THAT WE ARE ONLY ACCEPTING APPLICATIONS AT: www.mathjobs.org. For more information about the Department of Computer & Mathematical Sciences @ UTSC, please visit our home page: www.utsc.utoronto.ca/~csms.

■ **COMPUTER SCIENCE (HEALTH INFORMATICS) — University of Waterloo.** The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R Cheriton School of Computer Science, in the area of Health Informatics. We define health informatics broadly to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, Instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (LECTURER) — University of Toronto Scarborough.** The Department of Computer and Mathematical Sciences, University of Toronto Scarborough (UTSC), invites applications for a full-time position in Computer Science at the rank of Lecturer, to begin July 1, 2010. Responsibilities include lecturing, conducting tutorials, grading, and curriculum development in a variety of undergraduate courses. We are especially interested in candidates who will help advance our curriculum in the areas of computer systems, computer architecture, and software engineering. Candidates should have a post-graduate degree, preferably a PhD, in Computer Science or a related field, and must demonstrate potential for excellence in teaching at the undergraduate level. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer. Salary will be commensurate with qualifications and experience. Application materials, including curriculum vitae, a statement of career goals and teaching philosophy, evidence of teaching excellence, and a minimum of three reference letters should be submitted online at: www.mathjobs.org, preferably well before our deadline of March 1, 2010. PLEASE NOTE THAT WE ARE ONLY ACCEPTING APPLICATIONS AT: www.mathjobs.org. For more information about the Department of Computer & Mathematical Sciences @ UTSC, please visit our home at: www.utsc.utoronto.ca/~csms.

■ **COMPUTER SCIENCE (SOFTWARE ENGINEERING) — University of Waterloo.** The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cheriton School of Computer Science, in the area of Software Engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, Instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (CHERITON CHAIRS IN SOFTWARE SYSTEMS) — University of Waterloo.** Applications are invited for one or two David R. Cheriton Chairs in Software Systems. These positions also include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, Instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a tenure track position at the level of Assistant or Associate Professor. The research focus of this individual will be in software engineering, with a strong preference for someone with an interest in service-oriented computing. Candidates are required to have a PhD in Computer Science or a related discipline. Areas of interest include (but are not limited to) component-based software engineering (CBSE), service oriented architecture, complex and heterogeneous distributed systems, web services, model-driven engineering, and middleware. The candidate is expected to establish their own research program, supervise graduate students, and teach at both the graduate and undergraduate level. The Department values curiosity-driven research very highly. The Department is known for its collegial atmosphere, dynamic and well-funded research environment, and superb research and teaching infrastructure. Faculty members are internationally recognized in many areas of computing science and enjoy collaborative research partnerships with local, national, and international institutions and companies. The University of Alberta, located in the province's capital of Edmonton, is one of Canada's largest and finest teaching and research institutions. We have a strong commitment to research excellence, undergraduate teaching and community involvement. As a population center of over one million people, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities in a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading edge IT research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found online at: www.cs.ualberta.ca. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests, reprints of their three most significant publications, and the names of references (with contact information). This competition will remain open until a suitable candidate is appointed. Iris Everitt, Executive Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8; Fax: (780) 492-6393; Email: everitt@cs.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CRIMINOLOGY & CRIMINAL JUSTICE — University of the Fraser Valley.** Located in beautiful Abbotsford, British Columbia, Canada (just outside of Vancouver), the School of Criminology and Criminal Justice invites applications for one full-time faculty position to begin in August 2010. The School of Criminology and Criminal Justice has approximately 400 program students and offers a B.A. degree in Criminal Justice and Canada's only Master of Arts in Criminal Justice. A PhD in Criminology, Criminal Justice, or a related discipline is required. Evidence of quality teaching and research, and a willingness to teach core curriculum at the undergraduate and graduate levels, advise students, and help fulfil a broad range of school and university commitments are also required. Salary is competitive and commensurate with qualifications. Applicants should send letters of interest, curriculum vitae, statement of teaching philosophy, research agenda, official transcripts of all graduate level work, and three current letters of reference. Direct curriculum vitae or resume, including evidence of appropriate qualifications, referring to Re-Posting #2009 77 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8. Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ufv.ca; Email applications to: ennfo@ufv.ca The Selection Advisory Committee will begin reviewing application on February 1, 2010; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

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■ **EDUCATIONAL DEVELOPMENT — York University.** Applications are invited for the position of Educational Developer in the Centre for the Support of Teaching, York University. This is a one-year contractually-limited appointment commencing February 1, 2010 or as close to that date as possible. Opportunity for renewal is possible. The Centre offers programs designed for individuals or groups (faculty members and teaching assistants), departments, Faculties, and other units across the University to provide advice, support and professional development for teaching, curriculum design and evaluation, and educational leadership. The Educational Developer will work with the Academic Director and Centre staff to contribute to the design and implementation of needs assessments, and the planning, implementation and evaluation of programs and resources to enhance teaching and learning at York University. The appointee will participate in the ongoing work of the Centre and will be expected to make a special contribution to our expanding support for program reviews and curriculum development, and/or to the extension and enhancement of blended and online delivery of Centre activities. As a member of the Centre, the Educational Developer will become a member of a team working to develop and refine innovative development programs that model evidence-informed practices for teaching, in a variety of formats and fora. The Educational Developer will also be expected to work closely and effectively with the many units at York University that provide support and sustenance to faculty, teaching assistants and students in the support of teaching and learning. Requirements: 1. A completed Masters degree; 2. Fully conversant with the literature and principles of pedagogy and with current research on student learning and professional development; 3. 3–5 years experience as a course instructor at the university level; 4. 3–5 years experience of working as an educational developer; 5. A successful record of planning and facilitating educational development activities for members of the university teaching community and; 6. Strong interpersonal, written and oral communication and organizational skills. Ideally, the successful candidate will have: 1. A completed PhD; 2. A successful record of working with academic Programs to support their preparation for reviews and curriculum development and/or; 3. A successful record of using technology to enable flexible participation and to enhance the range and scope of development activities. All York University positions are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A letter of application, current curriculum vitae, an educational development dossier or portfolio, and the names and contact information of three references, should be sent to: Dr. Ros Woodhouse, Academic Director, Centre for the Support of Teaching, 1050 TEL Building, York University, 4700 Keele Street, Toronto, ON, M3J 1P3; Email: rosw@yorku.ca. Applications will be accepted until the position is filled.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies of both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidki/) and the Centre

University of Windsor

Dean, Faculty of Nursing

The University of Windsor and its *Faculty of Nursing* are seeking an energetic, strategic and accomplished academic leader, who will take the Faculty to its next stage of growth and achievements and be a leader in the University, the community and the profession.

The Faculty of Nursing has been successfully preparing registered nurses and nursing leaders for half a century, and was one of the first nursing programs in Canada to receive national accreditation. Today's vibrant Faculty is committed to excellence and innovation in education and research. Among its existing programs, the collaborative four-year BScN is offered in partnership with Lambton and St. Clair Colleges. A vital Master's program attracts forward-thinking students, and a variety of dynamic programs are in the planning phase, including a Ph.D. program. The Faculty has 900 undergraduate students, most of them full-time and registered in the Collaborative Program, and about 70 graduate students, who can study full- or part-time. There are 23 full-time faculty members and about 100 sessional instructors, and seven full-time staff members. The Faculty has a state-of-the-art Clinical Learning Centre, and is committed to creating and supporting a research-intensive environment for faculty and students. For more information, please go to www.uwindsor.ca/nursing.

This is an exciting time in the continuing development of the University of Windsor. The last decade has brought considerable growth in enrolment, which today stands at 15,550 students, in 140 programs offered by nine Faculties. To support these students, the University has nearly 600 faculty and over 1,200 staff. In addition, the University is currently engaged in its most ambitious capital expansion since 1963, and this year the President is leading the creation of a new Strategic Plan, *Thinking forward…Taking action.*

Reporting to the Provost and Vice-President, Academic, the Dean of Nursing is a member of the University's senior management team. As the Faculty's chief academic and administrative officer, the Dean is responsible for the management and academic development of the Faculty and the administration of its academic programs. The successful candidate will hold an earned doctorate, preferably in Nursing, and will be eligible for registration with the College of Nurses of Ontario. She or he will have a record of scholarship and research, successful administrative leadership experience, the ability to mentor and manage people and to motivate others in various environments and settings, and strong communication and advocacy skills.

The appointment is for a term of five years, is renewable and will commence on July 1, 2010. The Search Committee will begin consideration of candidates in late January 2010. The position profile is available at **www.uwindsor.ca/facultypositions.**

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of the University's faculty and its scholarship include, but are not limited to, men, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites you to apply to its welcoming community and to self-identify as a member of one of these groups. International candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications and nominations should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
uwindsornurs@jwasearch.com

Janet Wright & Associates Inc.
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La Section des Carrières > TravailAcademique.ca

CAREERS CARRIÈRES

for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer and Software Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective. 2. VLSI with special interests in wireless communications VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGLISH — Sir Wilfred Grenfell College.** Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.

■ **ENVIRONMENT (INTERNATIONAL DEVELOPMENT) — University of Waterloo.** The Interfaculty Development Program in the School of Environment, Enterprise and Development (SEED), in the Faculty of Environment, University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level; full professorship is possible for exceptional candidates. Applicants should have a PhD, a strong background in the political economy of development, and be able to teach core courses in International Development at the undergraduate and graduate level. The ideal candidate will have research interest and expertise in Sub-Saharan Africa as a world region, including focus on one or more of the following issue areas: globalization and sustainable cities; international health; natural resources; climate change; and/or the increasing role of China as an agent of international development. The successful candidate will be expected to develop senior seminars/graduate courses in line with her/his research expertise, have a strong commitment to teaching, research and graduate student supervision, and contribute meaningfully to the strategic direction of the INDEV program, SEED, and the Faculty of Environment. For more information about the Faculty of Environment, the INDEV Program, and the Faculty's Strategic Plan, please visit: http://www.environment.uwaterloo.ca/index.html; http://www.shapetheworld.uwaterloo.ca, and http://www.fes.uwaterloo.ca/faculty/strategic_plan.html. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives and approach to learning and teaching goals, as well as the names, addresses, e-mail addresses and telephone numbers of four referees. Applicants are requested to provide a statement explaining how their research interests relate to the areas targeted above. Review of applications will continue until the position is filled. Appointment is expected to commence May 1, 2010 or earlier. Please send application package to: Prof. Larry A. Swatuk, International Development Program, School for Environment, Enterprise and Development (SEED), Faculty of Environment, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: lswatuk@uwaterloo.ca . All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

F

■ **FRENCH STUDIES — St. Jerome's University.** The Department of Italian and French Studies at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2010. The successful candidate will have a PhD in French Linguistics. The Department is interested in candidates who will have a wide knowledge of the cultures of both France and Québec as well as native or near-native fluency in both French and English. Given the importance of teaching at St. Jerome's, the successful candidate will have extensive experience and proven excellence in undergraduate teaching, including courses in French language and linguistics, social linguistics, the history of French and English as languages in contact, phonetics, and translation. St. Jerome's University, situated on the campus of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. While over 1,000 undergraduate students are registered at St. Jerome's in its Faculties of Arts and Mathematics, more than 10,000 of the University of Waterloo's students enroll in the courses offered by St. Jerome's each year. Founded in 1865, St. Jerome's University remains committed to a liberal arts undergraduate education that addresses the student as a whole person, including the intellectual, social, and spiritual dimensions. For more information on our university, visit our website at www.sju.ca. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. The base salary (as of May 1, 2009) for an Assistant Professor is $68,158. The closing date for applications is February 26, 2010. Applications should contain a detailed letter explaining the candidate's interest in and suitability for the position, a curriculum vitae, a statement of the candidate's teaching philosophy and research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of the candidate's graduate school dossier). Please address applications to Dr. Gabriel Nocoll, Chair, Department of Italian and French Studies, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

G

■ **GEOLOGY — Brandon University.** Applications are invited for a one-year term sabbatical replacement position in the Department of Geology at Brandon University, effective June 1, 2010, subject to budget. Qualifications: A minimum of a Master's degree (PhD preferred) in Geology. Experience in undergraduate teaching would be an asset. Teaching responsibilities: The ideal candidate will be able to teach a broad range of courses including Physical and Environmental Geology, Geochemistry, Mineral and Energy Resources, and Field Geology/Methods. The Department of Geology has a strong resource-based program with excellent linkages to government and industry. They offer a 4-year honours degree that prepares students for registration as a Professional Geoscientist. The ability to work with industry and/or government, and supervise undergraduate student theses will be an asset. All applicants are invited to visit the Department of Geology website for further information on our program, students and faculty. Application Deadline: February 15, 2010, or until position is filled. Start Date: June 1, 2010, subject to budget. Rank and Salary: Lecturer or Assistant Professor; Salary commensurate with qualifications and experience. Applicants should send their curriculum vitae, transcripts, summary of teaching experience, citizenship status, and the names, addresses and e-mails of three referees to the Dean of Science. If applying via e-mail, submissions should be in a single file of a reasonable size. Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Fax: (204) 728-7346; E-mail: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **GEOMATICS — University of Waterloo.** The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARCNET Research Chair in Geomatics at the assistant professor level. Preference will be given to apolicants with expertise in climatology and climate modelling, and with teaching experience in physical geography (Earth system science). Candidates must have a Ph.D. and a proven research record in one or more of the following areas: coupling of ocean-atmosphere processes, especially related to sea ice, within the global climate system; the application of heritage and state of the art Earth observation measurements in climate models; cryospheric, microclimatic and/or hydrological feedbacks at local to regional scales in the climate system. Expertise in the impacts of climate change on natural and human systems will be an added advantage. The successful candidate will have a research program that requires high-performance computing (HPC) facilites, such as those provided by SHARCNET. SHARCNET is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARCNET Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary studies in interaction with departments, the newly established Interdisciplinary Centre on Climate Change (IC3) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, School for Environment Enterprise and Development, and Centre for Knowledge Integration. For additional information see: http://www.environment.uwaterloo.ca/. The anticipated starting date is July 1, 2010. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a C.V. and the names (with contact information) of four referees. Referees will be contacted for those included in the short list after an initial review of applications that will commence on February 28, 2010 and continue until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARCNET Research Chair Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **GERONTOLOGY/GERIATRICS — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels —theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities

■ **GESTION — Université McGill.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Canada Research Chair (Tier 2)
Native Studies

Brandon University invites applications for a Tier 2 Canada Research Chair (CRC) in Native Studies. The University seeks an individual with a PhD obtained within the last ten years and an outstanding and internationally-recognized research profile. The successful candidate will explore issues relating to Western Canada's First Nations or Métis communities through historical or sociological perspectives. The particular disciplinary perspective is otherwise open. The successful candidate will have an established record of attracting competitively awarded research funding, including funding from the Social Sciences & Humanities Research Council of Canada or similar national granting agencies.

The candidate will be expected to develop and enhance collaborations with members of other disciplines such as Anthropology, Gender & Women's Studies, History, Political Science, Sociology, and Rural & Community Development. The CRC will also play an important role in shaping new initiatives for graduate programs in the Faculty of Arts. Initial appointment will be at the Assistant or Associate Professor level. The CRC will be awarded for a five-year period, renewable once, and is subject to the terms and conditions of the Canada Research Chairs Program (www.chairs-chaires.gc.ca).

Rank: Assistant or Associate Professor

Salary: Commensurate with qualifications and experience

Date of Appointment: January 1, 2011 or on the availability of the successful candidate

Deadline for Applications: February 8, 2010

Applicants shall provide a detailed curriculum vitae, representative publications, a research plan, and should arrange for at least three confidential letters of reference to be sent.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

Contact:
Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Fax: (204) 728-7340

For more information visit:
www.brandonu.ca

Athabasca University

Athabasca University is one of Alberta's four public comprehensive universities accredited by the Government of Alberta. Specializing in distance and online education, Athabasca University delivers education to over 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies, and to increasing equality of educational opportunity for adult learners worldwide.

Assistant/Associate Professor, Marketing, Faculty of Business

Athabasca University's Faculty of Business is home to Canada's largest Executive MBA (www.mba.athabascau.ca) and has one of Canada's largest undergraduate programs (business.athabascau.ca). It also recently launched Canada's first online Doctor of Business Administration (DBA) program. The Faculty is distributed with offices located at Athabasca University's main campus in Athabasca, Alberta and the Centre for Innovative Management in St. Albert, Alberta (a suburb of Edmonton).

Candidates must demonstrate strong research skills and innovative approaches to teaching, be familiar with technology-mediated learning platforms, and be able to make a significant contribution to the development of undergraduate, master's and doctoral level programs. The successful candidate will hold a Ph.D. in Marketing or be ABD and have a combination of relevant teaching, research and management experience. Candidates who have secondary specialities and cross-disciplinary teaching experience are encouraged to apply. An ability to teach business research methods (quantitative and qualitative) at the master's (MBA) and doctoral level (DBA) or international business is of particular value. The successful candidate will be expected to teach in the MBA program. Experience supervising doctoral students is also preferred. All educational credentials must be recognized in Canada.

Please refer to the full job profile within the advertisement on our website at: **http://www1.athabascau.ca/br/careers/index.html.**

This is a tenure track appointment. Salary will be commensurate with qualifications and experience, and is supplemented by a generous benefits package.

Further information about this position may be obtained from **Dr. Alex Kondra, Dean of the Faculty of Business, at (780) 418-6582 or via e-mail: alexk@athabascau.ca.** Please note applications will only be accepted through our online recruitment system.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Please visit our website **www.athabascau.ca** to apply. Applicants should include a letter of application, curriculum vitae, and the names and contact information of three references. **This competition will remain open until a suitable candidate is found. Applications will be reviewed beginning March 1, 2010.**

People make Athabasca University successful. A commitment to excellence and innovation in an environment that supports teaching, learning and personal development makes AU a satisfying place to work. AU was ranked among Alberta's top 50 employers in 2009. The University is committed to employment equity, and encourages applications from women, Indigenous Peoples, persons with disabilities and members of visible minorities.

Alberta's Top 50 employers
Venture 50

CANADA'S OPEN UNIVERSITY
www.athabascau.ca

CAREERS CARRIÈRES

bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 90 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2010. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université McGill souscrit à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des peuples autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des personnes de toutes orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité.

I

■ **INDIGENOUS EDUCATION — University of Victoria.** The Department of Curriculum and Instruction in the Faculty of Education at the University of Victoria seeks applicants for a tenure-track appointment at the rank of Assistant Professor in Indigenous Education. The successful candidate will work with the Director of Indigenous Education in the Faculty of Education and a Canada Research Chair in Indigenous Knowledge and Learning. The ideal candidate will have the following qualifications: 1. Indigenous ancestry with knowledge of and lived experience in Indigenous communities, culture, and traditions; 2. PhD completed or will be completed at the time of the appointment; 3. Active involvement in Indigenous Education; 4. Teaching experience in K–12 education in public or band schools; 5. Demonstrated ability to interact constructively with faculty, students, and Indigenous communities; 6. Some knowledge of an Indigenous language (speak, read, or write); 7. Experience doing educational research cooperatively with Indigenous communities. Responsibilities for this position include: 1. Teaching and developing where necessary undergraduate and graduate courses in Indigenous Education available to Indigenous and non-Indigenous students; 2. Working with graduate students doing research in the area of Indigenous Education; 3. Advising other faculty members on the development of appropriate Indigenous content and teaching/learning processes to be included in the undergraduate and graduate level courses in the Faculty; 4. Providing ongoing consultation with educational agencies and Indigenous communities to facilitate constructive relationships with the Faculty; 5. Maintaining an active research program in Indigenous knowledge, learning and teaching; 6. Contributing to the department, faculty and university in service activities. In accordance with the University's Equity Program and section 42 of the BC Human Rights Code, this position is limited to Aboriginal peoples. Candidates from this group who wish to qualify should self-identify. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Applications must include a letter of application, curriculum vitae, a letter of support from an Indigenous community leader, Indigenous government or recognized Indigenous organization and the names and contact information of three referees. The application deadline is February 15th 2010. The position start date is July 1, 2010. Direct application packages to: Dr. Robert Anthony, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC, V8W 3N4, FAX: 250-472-4616, E-mail: clchair@uvic.ca; http://www.educ.uvic.ca.

■ **INFORMATION STUDIES — McGill University.** The School of Information Studies (SIS), one of the four academic units in the Faculty of Education at McGill University, invites applications for two tenure-stream appointments at the rank of Assistant Professor. The anticipated start date is September 1, 2010. Qualified candidates should hold a doctoral degree in information studies or a related discipline, and should have demonstrated effective teaching, research and service. Research expertise is sought in Information and Knowledge Management (digital libraries, taxonomies, health consumer information, knowledge transfer, organizational learning), Information Retrieval (visualization of information, health informatics, bibliometrics, webometrics, infometrics), Curation and Preservation (digital archives, records management, authenticity, cultural heritage management), and Cognitive Models (human information interaction, human computer interaction, usability studies). Applicants with experience in multidisciplinary research in any of these areas are particularly welcome. The successful candidates will teach courses at the graduate level, conduct research, and advise and supervise master's and doctoral students. Salary will be commensurate with qualifications and experience. McGill University is a world-renowned English-language institution located in the heart of cosmopolitan Montreal and is ranked among the world's top universities according to the Times Higher Education Supplement-QS World University Rankings. SIS, one of the oldest schools in North America, has an enrolment of more than 200 graduate students and offers an ALA-accredited MLIS program, a graduate certificate and a graduate diploma in LIS, and a PhD in Information Studies. The MLIS program includes specialized courses in librarianship, knowledge management, and archival studies. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities, and others who may contribute to further diversification. Applicants should send a letter of application, curriculum vitae, a statement of teaching and research interests, and a list of three references by March 31, 2010 to: Dr. France Bouthillier, Director, School of Information Studies, McGill University, 3661 Peel St, Montreal, Quebec, Canada, H3A 1X1; Voice: (514) 398-3362, Fax: (514) 398-7193; Email: france.bouthillier@mcgill.ca; Web: http://www.mcgill.ca/sis.

K

■ **KINESIOLOGY & PHYSICAL EDUCATION — University of the Fraser Valley.** The Department of Kinesiology and Physical Education at the University of the Fraser Valley invites applications for a full-time faculty position to commence August 1, 2010, or soon thereafter. Located in the heart of BC's Fraser Valley, and one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and professional degrees, a collegial environment and a commitment to developing graduate programs. The Department of Kinesiology and Physical Education is seeking applicants in the area of health promotion or chronic disease prevention and management through exercise, with particular interest in one or more of the following: obesity; chronic disease; injury prevention; risk factor/behavioural management or; the sociocultural aspects of physical activity. Applicants should have an outstanding ability to teach and communicate with undergraduate students, have strong research interests in health promotion or preventative health issues relevant to the Fraser Valley and a strong desire to build a culture of inquiry and outreach around these issues. PhD (or close to completion); demonstrated excellence, or a commitment to establishing a record of excellence in teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information contact the Department of Kinesiology and Physical Education, c/o Corry Jensen, corry.jensen@ufv.ca. Candidates should submit a curriculum vitae, evidence of teaching excellence (student evaluations if available), a one-page statement of teaching philosophy including examples of innovative approaches to teaching and course design if available, a one-page statement of proposed research program, and names and contact information for three referees. Applications, citing Re-Posting #2009.32 should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554, Fax: (604) 854-1538, Website: www.ufv.ca; Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing application on March 1, 2010; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

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■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 90 full-time faculty and offers BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean – Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2010. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in the Behavioural Sciences at any level to begin May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential and interest in problems arising from the workplace is highly desirable. An undergraduate degree in engineering will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Applications are to be submitted electronically at https://www.mmsci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications are received, and continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

www.careers.ualberta.ca

Assistant or Associate Professor – Toxicology

The School of Public Health at the University of Alberta is seeking to recruit a tenure-track assistant or associate professor in molecular toxicology. The successful candidate will have a particular interest in characterizing the effects of environmental pollutants using mammalian model systems.

Significant opportunities exist in this position for funding and involvement in a wide range of public health research. The School's faculty includes three Canada Research Chairs in addition to several recipients of salary awards from the Alberta Heritage Foundation for Medical Research and the Canadian Institutes of Health Research. Since the University encourages interdisciplinary research, the incumbent will have opportunity to interact with investigators in the Faculties of Science and Medicine as well as the Alberta Veterinary Research Institute. Please visit www.publichealth.ualberta.ca for further information.

The incumbent will have research and teaching responsibilities and will also be expected to supervise master's and doctoral students. Candidates should have a track record of independent research, prior success in peer-reviewed grant applications and a demonstrated aptitude for teaching graduate courses in toxicology and/or environmental sciences. A PhD with relevant postdoctoral experience is required. Qualified candidates are strongly encouraged to apply by January 31, 2010, however applications will be accepted until the position is filled.

For more information, and to apply, please visit www.careers.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

Canada's Top 100 Employers 2009

University of Windsor

University Librarian

The University of Windsor and the Leddy Library are seeking an experienced and creative leader who can think strategically and direct a collaborative effort to shape a shared vision to advance the University's and the Library's goals.

The Leddy Library is an essential participant in the delivery of academic programs and the pursuit of research with 83 staff members, including 24 librarians, and an annual budget of $10.6 million. It has a collection of over 3.4 million items, including 1.7 million print volumes. The Library provides access to 52,000 electronic journals, and has been a leader in developing and utililizing open source technologies. It participates very actively in a range of provincial and national consortia and in the broader research library community as a member of Canadian and U.S. national associations.

This is an exciting time in the continuing development of the University of Windsor. The last decade has brought considerable growth in enrolment, which today stands at 15,550 students, in 140 programs offered by nine Faculties. To support these students, the University has nearly 600 faculty and over 1,200 staff. In addition, the University is currently engaged in its most ambitious capital expansion since 1963, and this year the President is leading the creation of a new Strategic Plan, *Thinking forward... Taking action.*

Reporting to the Provost and Vice-President, Academic, the University Librarian provides visionary leadership in all areas of the Leddy Library's operations and development. She or he is responsible for the overall administration and policy co-ordination of the Library, and participates in the governance of the University. The successful candidate will hold a graduate degree in Library and Information Studies, and have a track record of successful administrative experience in positions of increasing complexity and responsibility. She or he will have strong leadership and management abilities, a comprehensive understanding of the contemporary issues and challenges affecting academic libraries, and the collaborative and communication skills required to develop internal and external relationships and partnerships.

The appointment is for a term of five years, is renewable and will commence on July 1, 2010. The Search Committee will begin consideration of candidates in late January 2010. A position profile is available at **www.uwindsor.ca/facultypositions.**

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of the University's professional staff include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites you to apply to its welcoming community and to self-identify as a member of one of these groups. International candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications and nominations should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
uwindsorulib@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

CAREERS CARRIÈRES

■ **MANAGEMENT SCIENCES (HUMAN COMPUTER INTERACTION) — University of Waterloo.** The Department of Management Sciences of the University of Waterloo invites applications for full-time faculty appointments in Information Systems at any level (assistant, associate or full professor) to start May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in human computer interaction, usability engineering and user-centered design. Interest in practical problems and application is highly desirable. An undergraduate degree in engineering will be an asset. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by the successful candidate include Human-Computer Interaction, Digital Computation, Algorithms, and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Business Processes and Information Technology. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applications are to be submitted electronically at https://www.manscl.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, Faculty of Engineering, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca . All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments as Operations Research at any level to begin May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong technical background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as energy, healthcare, logistics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of probabilistic modeling in industry settings. Management Sciences is a dynamic and growing interdisciplinery department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Examples of courses that could be taught by the successful candidate include introductory and advanced topics in operations research/industrial engineering: optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at https://www.manscl.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MARKETING (LECTURER) — University of Toronto Scarborough.** The Department of Management at the University of Toronto Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting for a teaching stream Lecturer in Marketing. The position is initially for three years, with the possibility of renewal, beginning on July 1, 2010 and ending June 30, 2013. The successful candidate is required to teach a minimum of seven semester courses each year. Some of the teaching can be for the introductory course (Principles of Marketing) and other can be for the more advanced senior level specialized courses in Marketing. There would also be an expectation that the selected person will be able to mount new marketing courses over time in consultation with the other members of the Marketing group. Consequently, it is expected that the applicant is confident and capable of teaching different aspects of marketing as separate course offerings. It is also expected that the selected candidate be a part of the marketing group and contribute to the scholarly rich academic environment of the department. Duties also include participating in the governance of the Department of Management and enriching the student experience. While there is no requirement to conduct academic research in Marketing, having an interest in this important function of the group is strongly preferred. Candidates should have a Masters degree and provide evidence of excellence in teaching. A PhD degree in Marketing or a related field is strongly preferred, but not required. Prior work experience in marketing-related position in a managerial or academic capacity is desirable. Appointments at the rank of Lecturer may be renewed to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer. Salary will be competitive, and commensurate with qualifications and experience. Interested candidates should apply online at http://www.jobs.utoronto.ca/faculty.htm (Internet Explorer and Pc required; (Job Number 09O0944) Please ensure that you include a letter of application with a current curriculum vitae and evidence of excellence in teaching and research, and any prior published research in Marketing or related field when applicable Three letters of reference should be sent to management reference-letters@utsc.utoronto.ca. We encourage applicants to combine documents in one or two files. Candidate profiles are limited to 5 attachments at 2 MB each. The deadline for applications is January 31, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS — Mount Saint Vincent University.** Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Department of Mathematics invites applications for a tenure track position at the rank of Assistant Professor. Candidates must have a PhD in Mathematics or Statistics. The successful applicant will be expected to apply for NSERC funding and develop an active research program. An ability to teach undergraduate courses in Statistics is essential. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applications, including cover letter, current curriculum vitae, names and contact information for three references should be submitted to Dr. Tina Harriott, Department Chair by email at tine.harriott@msvu.ca or by mail to her attention to MSVU, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified apolicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca

■ **MATHEMATICS — Sir Wilfred Grenfell College,** Please see Omnibus Ad for Sir Wilfred Grentall College, Memorial University of Newfoundland.

■ **MATHEMATICS — Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position in Mathematics at the rank of Assistant Professor to commence July 2010, subject to budget approval. Applicants must have a PhD in Mathematics, preferably with related postdoctoral research and teaching experience. The successful candidate will contribute to teaching upper level undergraduate courses in such areas as real analysis, complex analysis and set theory. The research specialization should be relevant to at least one of these areas. The teaching load may include some service courses (including elementary financial mathematics and fundamentals of Mathematics). The successful applicant will be expected to establish a vigorous externally funded research program; teach Mathematics at the undergraduate level; engage in course updating and development; and to demonstrate potential and commitment with regard to undergraduate teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (Math1001), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a sample publication and three current letters of reference (sent directly to CBU) to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.aliantzinc.ca; Website: www.cbu.ca. Applications must be received by 4:00 p.m. February 19, 2010. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS — University of Toronto Scarborough.** The Department of Computer and Mathematical Sciences, University of Toronto Scarborough, and the Graduate Department of Mathematics, University of Toronto, invite applications for a tenure-stream appointment at the rank of Assistant Professor, to begin July 1, 2010. We are interested in candidates with research expertise in algebra, number theory, analysis, or geometry. The University of Toronto is an international leader in mathematics research and education, and the Department of Computer and Mathematical Sciences enjoys strong ties to other units within the University. The successful candidate for this position will be expected to participate actively in the Graduate Department of Mathematics at the University of Toronto. Candidates should have, or be about to receive, a PhD in mathematics or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a commitment to undergraduate and graduate teaching. Application materials, including curriculum vitae, research statement, teaching statement, the AMS Standard Cover Sheet, and four letters of recommendation, should be submitted online at www.mathjobs.org, preferably well before our deadline of January 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS (CRC) — University of Toronto Mississauga.** The University of Toronto Mississauga solicits applications for a senior position in the Department of Mathematical and Computational Sciences, to begin July 1, 2010. Rank and salary will be commensurate with qualifications. The main areas of research interest are: dynamical systems, geometrical analysis, applied and computational mathematics, geometry, and algebra/number theory; however, exceptional candidates in any field of pure and applied mathematics are encouraged to apply. It is intended that the successful applicants will be nominated for a Canada Research Chair. Accordingly, candidates are expected to be outstanding mathematicians, whose research and teaching will make major contributions to the quality and stature of the department. Applicants should send their complete CV including a list of publications, a short statement describing their research program, all appropriate material about their teaching, the AMS Standard Cover Sheet and four letters of recommendation should be submitted online at www.mathjobs.org/jobs/uoty/1950. Applications will be accepted until the position has been filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The university especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. For more information about the Department of Mathematical and Computational Sciences please visit our home page: http://www.utm.utoronto.ca/mcs.0 html.

■ **MATHEMATICS (QUANTUM INFORMATION) — University of Waterloo.** The Faculty of Mathematics http://www.math.uwaterloo.ca and the Institute for Quantum Computing http://www.iqc.ca at the University of Waterloo invite applications for one or more tenured or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2010. Interested individuals should send their curriculum vitae, up to 5 selected reprints/preprints, and the names of three or more references. These can be uploaded at this URL: www.iqc.ca/mathpositions. For more information, please contact: IQC Appointments Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; phone: (519) 888-4021; fax: (519) 888-7610; e-mail: iqc-math@math.uwaterloo.ca. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

Faculty Positions
SIR WILFRED GRENFELL COLLEGE

MEMORIAL UNIVERSITY

Sir Wilfred Grenfell College is a small (1300 student) liberal arts and science institution and the Corner Brook campus of Memorial University of Newfoundland. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary programs with four-year Bachelors degrees in Arts, Fine Arts, Science, and Nursing. We are currently working to increase enrolments, build new degree programs, acquire new infrastructure and enhance our research profile and activities.

Corner Brook (population 22,000) is a safe and friendly city with excellent recreation and cultural facilities, situated in an area of great natural beauty. The city is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site and 10 kilometers from Marble Mountain, one of Eastern Canadas premier downhill ski resorts.

Tenure Track Positions at the rank of Assistant Professor commencing August 1, 2010.
We seek candidates who are or who show promise to be exceptional teachers and scholars and who will become engaged in our community. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he or she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of his or her term appointment, he or she shall begin a tenure-track appointment following completion of the requirements of the degree. All positions are subject to budgetary approval.

English VPA GRAR 2009-002
The successful candidate will have completed a Ph.D. with a specialty in Canadian Literature. Expertise in Newfoundland Literature would be an asset, as would an ability to teach Creative Writing. The successful candidate should have both teaching experience and a strong record of research and publication. He or she will be required to teach first-year courses in English Language and Literature, core courses in the English Programme, and courses in Canadian Literature at the second, third, and fourth-year levels.

Mathematics VPA GRSC 2009-001
Duties will include teaching Mathematics and/or Statistics courses in support of both a Mathematics stream in our interdisciplinary degree in General Science (which includes an Honours option) and a Mathematics Minor. Duties also include research, academic service and supervision of student research. Ph.D. or near completion in Mathematics or Statistics required and teaching experience is preferred. Candidates are asked to identify areas of research and activity in their letters of application, teaching dossiers and/or curriculum vitae.

Sustainable Resource Management
VPA GRSS 2009-002
A specialty in one of forestry, mining, energy, and terrestrial environments is desirable. A demonstrated teaching interest in sustainability is required. Course responsibilities will include areas such as Environmental Planning, GIS, Remote Sensing, and a number of Special Topics courses. A Ph.D. or nearly completed Ph.D. in resource management or a cognate discipline is required. Linkage of research interests to local and global issues relevant to climate change would be an asset. The college has close ties to researchers at the Corner Brook office of the Atlantic Forestry Centre of the Canadian Forest Service as well as researchers at the Department of Fisheries and Oceans, Newfoundland and Labrador Department of Environment and Conservation, Geospatial Research Facility at College of the North Atlantic, and Gros Morne National Park. Individuals whose research and teaching interests will foster strengthening of these linkages, and who have potential to interact with local resource-based industries would be at an advantage.

Theatre (Acting) VPA GRFA 2009-001
The successful candidate will possess an MFA (Theatre) degree and have significant professional theatrical experience in acting/directing as well as teaching experience at the undergraduate level. The successful candidate will be required to teach acting across four years of an undergraduate (BFA) theatre program as well as to direct departmental productions. An ability to teach a first year course in theatre history would be an asset.

Visual Arts VPA GRFA 2009-002
Applicants should be able to teach Foundation 2-Dimensional Design and Introductory Painting. The ability to teach Drawing would be an asset. The ideal candidate will have: MFA or equivalent, undergraduate teaching experience (preferably in related areas), working knowledge of both traditional methods and contemporary issues and practices, knowledge of safe studio practices, strength and/or potential for growth in teaching, research/creative activities and academic service.

Contractual Positions commencing August 16, 2010 and ending April 30, 2011.

English
The successful candidate will have completed a Ph.D. with a specialty in 18th and 19th-Century Literature in English. Expertise in Canadian Literature would be an asset. The successful candidate should have both teaching experience and a strong record of research and publication. He or she will be required to teach first-year courses in English Language and Literature and core survey courses in the English Programme.

English
The successful candidate will have at least an MA in English (Ph.D. preferred), with a specialty in 20th Century Literature; expertise in post-war Canadian Literature is desirable. The successful candidate should have teaching experience at the university level. He or she will be required to teach first-year courses in English Language and Literature and courses in Canadian Literature.

Organic Chemistry
The successful candidate will be expected to teach undergraduate courses drawn from: upper-level Organic Chemistry of Biomolecules (one semester, non-lab course), Introductory Organic Chemistry courses (with required supervision of the associated laboratory sessions), organic Chemistry for Biologists (with laboratory supervision) and Introductory General and two-semester Honours research project students. A Ph.D. in Chemistry is required. Post-doctoral, industrial and/or teaching experience would be assets.

Psychology
A candidate with a Ph.D. or near completion (ABD) is required. A major consideration will be the ability to teach coursees in biological psychology and learning within our existing program. The candidate should be prepared to teach introductory psychology and might be asked to supervise honours theses (B.A. and B.Sc.).

For details about these positions and application procedures, visit our website: **www.swgc.mun.ca**.

Deadline for receipt of applications is **January 31, 2010.**
A letter of application along with a curriculum vitae, teaching dossier, and the names of three references should be sent to:
The Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9.
Phone: (709) 637-6231; Fax: (709) 637-6218; Email vice-principal@swgc.mun.ca

All qualified candidates are encoursged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applicationa fram qualified women and men, visible minorities, aboriginal people and peraons with disabilities.

CAREERS CARRIÈRES

■ MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience, in accordance with Canadian immigration policy. Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ MECHANICAL & STRUCTURE ENGINEERING — University of Victoria. The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track faculty position at the level of Assistant or Associate Professor in Mechanics, Dynamics or Structure Engineering. Candidates for the position must have a PhD in Civil or Mechanical Engineering, or a closely related field, and a demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, establish an active research program, and participate in the academic affairs of the university. In addition the successful applicant will have an opportunity to play a leadership role in the development of a new Civil Engineering program, which is in the planning stage, although formal approval has not yet been received. The new program will have an emphasis on sustainability and will initially be located administratively in the Mechanical Engineering Department. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. The Department has 22 faculty members including three Canada Research Chairs, and 96 graduate students. The Department is known for its strong research programs in broad areas with a large number of research personnel and visiting researchers. With an excellent collegial atmosphere and active research, the Department attracts outstanding faculty and staff, as well as superb graduate and undergraduate students. Further information on the Department can be found at: http://www.me.uvic.ca. The University of Victoria (http://www.uvic.ca) is situated in the City of Victoria, the capital of British Columbia, at the southern tip of Vancouver Island. Founded in 1963, the University is ranked as one of the leading comprehensive universities in Canada with a reputation for excellence in research and teaching. Victoria is one of the most scenic locales in Canada with a pleasant climate year round. Applications should include curriculum vitae, a statement of teaching and research objectives and interests, and the names, addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be received by March 15, 2010. In PDF or MS Word formats by email to: mech_civil@me.uvic.ca and addressed to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ MOUNT SAINT VINCENT UNIVERSITY — Mount Saint Vincent University. Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Department of Modern Languages invites applications for a tenure-track appointment at the rank of Assistant Professor. The ideal candidate should have expertise in teaching advanced French language and French or French-Canadian literature. The ability to teach Francophone Children's or Women's literature would be an asset. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applications, including cover letter, current curriculum vitae, names and contact information for three references should be submitted to Dr. Larry Steele, Department Chair, by email at larry.steele@msvu.ca or by mail to his attention to MSVU, 166 Bedford Highway, Halifax, NS, B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

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■ NANOTECHNOLOGY ENGINEERING — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nefaculty hiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 27,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

O

■ OCCUPATIONAL THERAPY — University of Western Ontario. The School of Occupational Therapy at The University of Western Ontario invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. The successful candidate will have expertise in occupation and health with additional credit for knowledge of occupational science and occupational therapy. All qualified candidates will be considered. Responsibilities will include: teaching primarily assigned courses in the School of Occupational Therapy. Additionally, the candidate will be involved in the Graduate Program in Health and Rehabilitation Sciences, supervision of Master's and PhD students, conducting a research program and service activities within the School and Faculty. There will be an opportunity to interact across diverse fields of research and particularly within the field of Occupational Science. Candidates must have a PhD or be near completion. Salary will be commensurate with experience and qualifications. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities and is committed to providing the "best student experience" in the country. It is located in London, Ontario, known as the "Forest City", a diverse and vibrant community with a population of 385,000. London is home to a major academic health sciences centre, which provides many opportunities for cutting-edge, interdisciplinary practice, education and research. The School of Occupational Therapy is recognized nationally and internationally for leadership in occupational therapy and occupational science. The School is committed to the development of occupational therapy as an academic discipline with an established Master's (MScOT) entry-level professional program. The School has excellent teaching and research facilities as well as clinical and community facilities to support the development of occupational therapy. The School is a major contributor to the MSc and PhD programs in Health and Rehabilitation Sciences. In partnership with the Graduate Program in Health and Rehabilitation Sciences, the School of Occupational Therapy is the first Canadian program that provides an opportunity to specialize in Occupational Science. The effective date of the appointment is July 1, 2010. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact numbers of three referees to: Dr. Angie Mandich, Director, School of Occupational Therapy, Faculty of Health Sciences, Room 2555B, Elborn College, The University of Western Ontario, London, Ontario, Canada, N6G 1H1. Visit our website at http://www.uwo.ca/fhs/ot. The deadline for receipt of applications is February 25, 2010. Please quote number HS 110 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply;

Tenure-Track Positions
Faculty of Education

MEMORIAL UNIVERSITY

Memorial University of Newfoundland's Faculty of Education invites applications for three tenure-track appointments. Ours is a dynamic and growing Faculty that supports and encourages vigorous intellectual growth, excellence, and innovation in teaching and research, and engagement in academic and professional communities.

The Faculty of Education comprising approximately 1,000 undergraduate students, 750 graduate students, 48 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs including a doctoral program. We are seeking to fill tenure-track positions in the following areas:

Adult Education EDUC-2009-005

The successful candidate for this position should hold a PhD in Adult Education, proven teaching ability within the post-secondary education system or an adult education setting, and research experience in the area of adult education. Previous experience working with community college, vocational and technical instructors would be a definite asset.

Educational Administration EDUC-2009-004

The successful candidate should hold a PhD in Educational Administration with expertise in one or more of the following areas: school or school system administration, professional development, organizational theory, educational finance, or educational law. Successful administrative experience at the school and system levels would be an asset.

Special Education EDUC-2009-003

The Faculty of Education, Memorial University, seeks applications for a tenure-track position in the area of Special Education, with a particular focus on inclusive education and differentiated instruction. The successful candidate should hold a PhD in Special Education (or a related discipline) and have a strong background in K-12 education with a displayed knowledge of supporting teachers in accommodating students in contemporary classrooms.

Successful candidates will be expected to teach at the undergraduate and graduate levels and maintain an active research and service agenda. Candidates who have expertise in the areas of quantitative research and design, critical approaches to research, and/or Aboriginal education are highly encouraged to apply.

An earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. In the event that a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for a doctorate (during the first 24 months of the term appointment) he/she shall begin a tenure-track appointment following completion of the requirements of the degree. Appointments will begin July 2010 or shortly thereafter (subject to budgetary approval).

Candidates are invited to submit a letter of application including a curriculum vitae, the names of three referees (two of which should be academic references), a teaching dossier (including such items as a statement of teaching philosophy, a sample course outline/syllabus, teaching evaluations or other evidence of teaching proficiency), a statement of the candidate's ongoing/proposed research program, and a sample of single-authored scholarly writing. Please include the reference number of the position for which you are applying (e.g., EDUC-2009-00?).

Applications should be sent electronically or in writing by **Friday, February 12, 2010**, to:
Dr. David Dibbon, Dean, Faculty of Education,
Memorial University of Newfoundland, St. John's, NL A1B 3X8
Email: educdean@mun.ca

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe and friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

Further information is available at **http://www.mun.ca** or **http://mun.ca/educ/**.

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SUBMIT ADS
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ads@caut.ca

McGill

Tenure-Track Position in Animal Behaviour
Department of Biology

The Department of Biology at McGill University invites applications for a tenure-track position in animal behaviour. The new faculty member will complement a department that has research strengths in ecology, conservation, evolution, behaviour, neuroethology and molecular biology

The successful applicant will be expected to conduct a vigorous program of independent, externally funded research program, and to contribute to teaching at both the undergraduate and graduate levels

Candidates must hold a Ph.D. or equivalent degree and postdoctoral experience demonstrating excellence in their respective fields. We anticipate that this position will be filled at the ASSISTANT PROFESSOR (tenure track) level, but applications from more established candidates may be considered for recruitment at the ASSOCIATE or FULL PROFESSOR rank. Competitive startup and equipment funding packages will be available

Persons wishing to be considered for this position should forward, via e-mail, a curriculum vitae, a statement of research interests, a statement of teaching interests, and PDF files of major publications to **zabrina.kadkhodayan@mcgill.ca** In the subject line, please entet Animal Behaviour Search and your name. Acceptable file formats are Microsoft Word and PDF. Also arrange to have three letters of reference submitted directly by e-mail to the same address.

The application deadline is **15 February 2010** or until position is filled

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

www.mcgill.ca

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Recruit from two audience pools at once. Job ads with the **CAUT Bulletin** not only appear in the Career section of the newspaper but also go online for 30 days at **AcademicWork.ca**. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

2 POUR FOR 1

Deux pour un

Diffusez simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le **Bulletin de l'ACPPU** paraissent non seulement dans la section des carrières mais aussi en ligne sur le site **travailacademique.ca** pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel (ads@caut.ca).

CAUT/ACPPU BULLETIN

CAREERS CARRIÈRES

however, Canadians and permanant residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **OCCUPATIONAL THERAPY — Dalhousie University.** Applications are invited for a 5 year Limited term position at the Assistant Professor level in the School of Occupational Therapy starting July 1, 2010. The position encompasses research, teaching and administration. Proficiency in or readiness to learn distance education methods is essential. Salary will be commansurate with qualifications and experience. The ideal candidate will have a completed MSc(OT) and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. Research experience will be an asset. Priority will be given to applicants whose research and/or practice relate to primary health care, chronic disability management, and mental health. Applications are invited for a 2 year limited term position at the Instructor level in the School of Occupational Therapy starting July 1, 2010. Minimum MSc(OT) with excellent communication, coordination, organizational and personal skills; minimum two years clinical experience; experience with student teaching/supervision and knowledge/familiarity with educative distance technologies will be an asset. This position will be responsible for coordinating and training part-time instructors, organizing materials and personnel for each laboratory or tutorial session and act as an Instructor to groups of 8–10 students for a minimum of 4 courses. The individual will be responsible for developing case studies for occupational therapy class assignments and simulated client exams, developing and implementing innovative clinical fieldwork opportunities in non traditional venues and within the school. Salary will be commensurate with qualifications and experience. The School of Occupational Therapy is situated in a visionary Faculty of Health Professions of 21 health and social professions. Inquiries welcomed Please contact the Director at liz.townsend@dal.ca. Consideration of applications will begin February 28, 2010. Submit a letter of interest, curriculum vitae, a statement of teaching and research interests, confirmation of eligibility for an occupational therapy license in Nova Scotia and three confidential letters of reference forwarded by the referees to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5; Ph: 902-494-8804; fax: 902- 494-1229, e-mail: occupational.therapy@dal.ca. Subject to budgetary approval. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

P

■ **PHARMACY (COMMUNITY HOSPITAL ANTIMICROBIAL STEWARDSHIP) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an Institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St Mary's Hospital, are partnering with us to create a clinical/research infectious Disease (ID) position. They provide 1) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost savings across both hospitals. The individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum; our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjobs@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (RURAL PRIMARY CARE) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an Institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Gateway Rural Health Research Institute located in Scarforth, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre to research healthcare issues in rural populations, the first community-driven rural research centre in Canada. Two of its major drivers are that most healthcare-related research conducted in Canada and elsewhere is based on test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probability for medical conditions in rural areas. Seeing the pharmacist as a critical member of the health care and research team, they are partnering with us to create a rural primary care faculty position. Gateway provides an interprofessional primary care site that links with local hospitals, long term care facilities and a Community Care Access Centre, and is strategically placed for the development of ambulatory pharmacy initiatives and practice research. Depending on the individual's expertise, an array of opportunities exist for teaching in many primary care areas within our integrated patient focused care course series. This individual would have a strong role in guiding our curriculum development as we work to produce graduates who can participate in the expanding scope of pharmacy practice here in Ontario. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjobs@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in transdisciplinary research. Please direct complete applications via email to pharmjobs@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE — Saint Mary's University.** The Department of Political Science at Saint Mary's University invites applications for a tenure-track position in Comparative Politics at the rank of Assistant Professor. An ability to teach in the area of Law and Politics will be considered an asset. The appointment will start on July 1, 2010. Applicants should have a PhD or be near completion and should demonstrate strength in teaching and research. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's University is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the

Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions in Accounting

QUEEN'S SCHOOL OF BUSINESS (Queen's University, Kingston, Ontario CANADA) invites applications for one or more tenure-stream positions (subject to budgetary approval) in Accounting (rank open) starting July 1, 2010 (flexible).

QUALIFICATIONS: Preference will be given to candidates interested in financial accounting but candidates interested in managerial accounting and auditing will also be considered. The accounting area comprises eleven dedicated scholars who publish consistently in top journals and seek to influence public policy in Canada and internationally. For more information about our faculty see www.business.queensu.ca/faculty. Candidates must have a PhD or be near completion and exhibit high potential for innovative scholarly research and outstanding teaching contributions in support of the School's various public and private programs.

INSTITUTION: Queen's School of Business is one of the world's premier business schools. It has an outstanding reputation for innovation and a rich tradition of research excellence. Our MSc and PhD programs in Management attract highly qualified research-oriented students. We currently have eleven accounting MSc and PhD students in residence. Our flagship undergraduate Commerce program has the highest entrance standards in Canada with a growing cohort of accounting majors. Queen's has also gained international recognition for its MBA and open-enrolment executive education programs. Queen's full-time MBA has been ranked #1 among international (non-US) business schools by BusinessWeek magazine since 2004. The magazine also ranks Queen's Executive MBA #1 in Canada and #10 in the world. Queen's has received unconditional accreditation for all programs by AACSB (the Association to Advance Collegiate Schools of Business), from EQUIS, the accreditation arm of the European Foundation for Management Development (EFMD), and the UK-based Association of MBAs.

LOCATION: With 12,500 undergraduate students and 2,500 graduate students, Queen's University is one of the oldest and most prestigious research-based doctoral granting universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community of more than 125,000 situated on the shores of Lake Ontario and the St. Lawrence River, Queen's is within a two and a half-hour drive of Toronto, Montreal, and Ottawa, the nation's capital. Queen's is a thirty minute drive from the international bridge linking Ontario with upstate New York and is another ninety minutes from Syracuse.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff members at Queen's University are governed by a Collective Agreement between Queen's University Faculty Association (QUFA) and the University, which is posted at **http://www.queensu.ca/qufa.** The appointments are subject to budgetary approval.

The effective date of this appointment is July 1st, 2010, but is flexible. Please submit a cover letter, current CV, references and a research sample, **electronically to: deansoffice @business.queensu.ca.**

Dr. Brent Gallupe
Associate Dean, Faculty – Queen's School of Business
143 Union Street, Room 346 – Goodes Hall
Kingston, Ontario K7L 3N6

For additional information please contact either:
DAN THORNTON dthornton@business.queensu.ca
MIKE WELKER mwelker@business.queensu.ca

www.business.queensu.ca

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Canada Research Chair (Tier 2)
Environmental Chemistry or Geochemistry

Brandon University invites applications for a Tier 2 Canada Research Chair in Environmental Chemistry or Environmental Geochemistry. The University seeks an individual with a PhD obtained within the last ten years and an outstanding and internationally-recognized research profile. Areas of interest could include biological impacts of chemicals in the environment, water or soil quality, environmental assessment, mine rehabilitation, or similar directions. The successful candidate will have an established record of attracting competitively awarded research funding, including funding from the Natural Sciences and Engineering Research Council of Canada or a similar national granting agency. The candidate will be able to utilize existing research laboratories in environmental science, electron microscopy, nuclear magnetic resonance, and resource geology. www2.brandonu.ca/Academic/Science/cflabs.pdf

The candidate will be expected to develop and enhance collaborations with members of other disciplines in Environmental Science, Biology, Chemistry, Geography, and Geology. The CRC will also play an important role in shaping new initiatives for graduate programs in the Faculty of Science. Initial appointment will be at the Assistant or Associate Professor level. The CRC will be awarded for a five-year period, renewable once, and is subject to the terms and conditions of the Canada Research Chairs Program (www.chairs-chaires.gc.ca).

Rank: Assistant or Associate Professor

Salary: Commensurate with qualifications and experience

Date of Appointment: January 1, 2011 or on the availability of the successful candidate

Deadline for Applications: February 1, 2010 or until position is filled

Applicants shall provide a detailed curriculum vitae, representative publications, a research plan, and should arrange for at least three confidential letters of reference to be sent.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

Contact:
Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Fax: (204) 728-7340

For more information visit:
www.brandonu.ca

CAREERS CARRIÈRES

spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier (including evidence of teaching effectiveness), a sample of recent scholarly writing or publications, graduate school transcripts, and the names and contact information of three referees to be sent by the closing date to: Dr Edna Keeble, Chair, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is January 20, 2010. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Visit our website at www.smu.ca.

■ **POLITICAL SCIENCE — University of Victoria.** The Department of Political Science, University of Victoria, invites applications for a tenure track position in the area of the Politics of the Global South. The appointment, effective July 1, 2010, will be made at the rank of Assistant Professor. Applicants should have completed or near-completed PhD in Political Science (or a related program with a strong political science element) and a well-developed research program in the politics of the Global South. The candidate will be expected to teach at the undergraduate and graduate levels. The Department of Political Science seeks to increase the diversity of its current faculty and particularly encourages applications from women. The successful candidate will be joining an active department with vibrant and growing MA and Ph.D. programs. The department is interested in receiving applications from candidates with a wide range of research and teaching interests in the Global South, and is particularly interested in candidates whose areas of research complement existing department strengths such as political economy, human rights, urban politics, democratization, indigenous politics, environmental politics and international development. Applicants are encouraged to consult the department website for more information on the research interests of department faculty http://web.uvic.ca/poli and the programs we offer. Potential applicants who have questions about the position are encouraged to contact the Acting Chair, Michael Webb, at chairpol@uvic.ca. Letters of opolication, CV, writing sample, and confidential letters from three referees, should be sent by January 22, 2010, to: Dr. Amy Verdun, Chair, Department of Political Science, University of Victoria, PO Box 3060, Victoria, BC, Canada, V8W 3R4; Telephone. (250) 853-3528; E-mail: chairpol@uvic.ca; Web: http://web.uvic.ca/poli. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **PROCESS ENGINEERING — Memorial University of Newfoundland.** Applications are invited for a 3-year term faculty position in the area of process engineering with Oil and Gas specialization at the Assistant or Associate Professor level commencing April 12, 2010 or earliest thereafter. Salary and rank will be commensurate with qualifications and experience. The successful applicant will be expected to teach effectively at the graduate and undergraduate level in the area of oil & gas, and process engineering, to supervise graduate students, to participare in other educational, scholarly and professional activities. The successful applicant will also be expected to develop a research capability in the area of oil and gas engineering, and/or hydrocarbon processing, working in conjunction with other researchers in the INCO Innovation Centre at Memorial University and liaising with members of the oil & gas, and processing industries. The Faculty of Engineering and Applied Science has developed a new undergraduate program in process engineering, and the successful applicant expected to provide leadership to this initiative. Applicants must have an earned PhD degree in Petroleum Engineering, Process Engineering, Chemical Engineering, or a cognate area with research and development interests in areas of oil and gas processing. Expanence working in or collaborating with the oil and gas industry will be an asset. The successful applicant will be expected to register as a professional engineer in Newfoundland and Labrador. The Faculty offers accredited undergraduate programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, Ocean & Naval Architectural Engineering, and Process Engineering following a fully integrated co-operative education model. Offshore Oil & Gas Engineering Options are offered as a part of every engineering undergraduate program. Thesis-based and course-based master's programs, as well as doctoral programs are offered in the various engineering disciplines. For more information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca. Applicants should send a curriculum vita, names and contact information of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. John Quaicoe, Dean (Pro tempore), Faculty of Engineering and Applied Science Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax (709) 737-8975, REFERENCE: ENGI-2009-007. Complete applications must be received by February 5, 2010. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority

RYERSON UNIVERSITY

concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

TENURE-STREAM FACULTY POSITION

Architecture

Located in the heart of Toronto, Canada's pre-eminent city, the Department of Architectural Science, in the Faculty of Engineering, Architecture and Science, features a diverse, multidisciplinary faculty and student body dedicated to the pursuit of integrated and sustainable approaches to the design and development of the built and natural environment. The Department capitalizes on its location to offer its diverse student body e unique and unparalleled educational experience, encompassing technology and design through theory and its application. The Department offers a studio-based architecture program comprised of an undergraduate Bachelor of Architectural Science degree and a professional Master of Architecture degree; the combined architecture program currently has CACB candidacy status. In addition to the Architecture option, the Bachelor of Architectural Science degree offers options in Building Science and Project Management. At the graduate level, in addition to the Master of Architecture degree, the Department offers graduate degrees in Building Science. Other releted graduate programs are currently in development.

Faculty of Engineering, Architecture and Science

The Department invites applications for a tenure-stream position, et the Assistant Professor level, in Architecture, commencing August 1, 2010, subject to confirmation of funding. The successful candidate will be expected to teach in both undergraduate and graduate programs, and contribute to ongoing curriculum development as well as a rapidly developing scholarly, research end creative (SRC) agenda within the Department.

The Seerch Committee is committed to identifying end interviewing candidetes who have demonstrated academic, teaching end research excellence, or possess potential as scholers end teechers, and have a distinguished record in practice. The successful candidate will hold en accredited, professional degree in Architecture, and be licensed, or have met all requirements for licensure, in e North Americen jurisdiction. Additionally, candidetes must have either an advanced degree in an area of specialization or a significent record of professional practice and/or publication. Candidates must possess a strong background and record of achievement in design and architectural practice, with the ability to develop and teach architecturel design studio and lecture/seminar courses. All candidates must have demonstrated teaching experience in e post-secondary or professional environmant, plus femiliarity with current applications of digital technology to their field of expertise.

Candidates are invited to submit a letter of application, a covering letter, curriculum vitee, a list of projects and samples of work of recent architecture practice (where work has been performed collaboratively, the candidete's role in the project must be cleerly detailed; PDF files on CD, readeble on a PC, preferred) and/or recent SRC work with a statement on research focus and students' work (where applicable), a list of publications, including lull references, a summary of teaching philosophy and focus, a summery of an SRC plan, e statement of the candidate's suitability for the position edvertised, and the names and full contact information of three referees, by January 15, 2010, to: Dr. Kendra Schank Smith, Chair end Associate Professor, Department of Architectural Science, Ryerson University, 350 Victoria Street, Toronto, Dnterio, M5B 2K3. Fax: 416-979-5353. E-meil, indicating "Application for Acedemic Appointment 2010" in the subject line: archsci@ryerson.ca. The review of applicants will continue until the successful candidate has been identified. As part of the selection process, candidates mey be invited to the Department for an interview with the Selection Committee, to give a public lecture, end meet with student and faculty representatives. Ryerson University will not be responsible for materiel that is not received.

This position falls under the Ryerson Faculty Association (www.ryerson.ce/~rfa) jurisdiction. For deteils on the Ryerson Faculty Association Collective Agreement end the University's RFA Benefits Summary, please visit www.ryerson.ca/hr/working/docs/rfa_collective_agreement_09.pdf and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities end women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **PSYCHOLOGY — Mount Saint Vincent University.** Situated overlooking the picturesque Halifax Herbeur in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach in education. The Mount strives to be a nationel leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Department of Psychology is currently seeking applications for a tenure-track position at the rank of Assistant Professor. The successful candidate should possess a doctoral degree in Psychology or be near completion. While the area of specialization is open, expertise in child development, experimental psychology, and/or research methods would be an asset. The successful candidate will be expected to develop an externally funded program of research that incorporates the training of undergraduate students. Expertise in teaching undergraduate courses at a variety of levels would be an asset. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applicabores, including cover letter, current curriculum vitee, names and contact information for three references should be submitted to Dr. Elizabeth Bowering, Department Chair by emeil at elizabeth.bowering@msvu.ca or by mail to her attention to MSVU, 166 Bedford Highway, Halifax, NS, B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1. 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aberiginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

■ **PSYCHOLOGY — Sir Wilfred Grenfell College.** Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.

■ **PSYCHOLOGY (ADDICTION COUNSELLING) — University of Lethbridge.** The University of Lethbndge, located in picturesque southern Alberta, aims to foster the spirit of free inquiry and the entical interpretation of ideas. If you are open to innovation and committed to the creation of an environment that excites and ignites learning, we welcoma your application. The Faculty of Health Sciences is dedicated to excellence in teaching, research and community service together with novel approaches to health care. Position: The Feculty of Heelth Sciences has an opening for one probationary (tenure-track) position in Addictions Counselling. We would welcome candidates with a clinical background in counselling or clinical psychology, social work, marriage & family therapy, or related discipline. The successful candidate will have a proven track record in research, and the ability to teach in our undergraduate Addictions Counselling Program and/or our MSc Program. Your research will be facilitated by a start-up research allowance. Qualifications: A PhD in Psychology or releted discipline (or a PhD near completion) and an active program of research. Academic Setting. The University is a vital part of Lethbridge, a community of 85,000 located beside the Oldman River, close to the Rocky Mountains. An excellent place to raise a family and enjoy the many recreational and cultural amenities of the area, you will discover a wonderful quelity of life that is second to none. The Faculty of Health Sciences currently consists of the Addictions Counselling Program, the Nursing Program, Public Health Program, and the Alberta Gaming Research Institute (Lethbridge site). The Addictions Counselling Program is e unique program that trains therapists to work in the addictions field. The Faculty also offers a M.Sc. with opportunities to specialize in Hearth Science, Addictions, Nursing or Public Health. For more information about the Faculty please visit our website at www.uleth.ca/hlsc. Remuneration: You will receive an excellent salery commensurate with your experience, as well as a benefit package and relocation assistance. Please visit the University of Lethbridge website to view the economic benefits package outlined in the University of Lethbridge Faculty Association Handbook, Employment Equity. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulation, first preference will be given to Canadian citizens and permanent residents of Canada, but all qualified applicants are encouraged to apply. All positions are subject to Board approval. How to Apply: Applications, including your current Curriculum Vitae and three letters of reference, should be sent to Dr. Christopher Hosgood, Dean, Faculty of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4. Electronic applications are welcomed et: dean.hlsc@uleth.ca. The closing date for applications is January 29, 2010. The position will commence July 1, 2010.

■ **PUBLIC RELATIONS — Mount Saint Vincent University.** Situated overlooking the picturesque Halifax Harbeur in Nove Scotia, Mount Saint Vincent University is recognized as e leader in flexible education, applied research, and a personalized epproach to education. The Mount strives to be e national leader in creating the best university experience for all members of our community end in developing thoughtful, engaged citizens who meke e positive impact on their world. The Department of Public Relations offers a nationelly renowned Bachelor of Public Relations with co-operative education, as well as Master of Arts in Public Relations and Master of Public Relations degree programs. The department is currently working to expand its focus to encompass a broad interpretetion of communication. An interdisciplinery Bachelor of Science degree in Science Communication is expected to begin September 2010. The Department is seeking applicants for a tenure-track position et the rank of Assistant Professor. Candidetes should have expertise in atleast one of the following areas: mass medie & public opinion research, media relations, management theory & practice, research methods, professional writing and crisis communication. Experience in distance learning is desirable. Candidates should have a PhD in public relations or related discipline (e.g., communication, management, journalism, rhetoric or social psychology). Workload includes research, teaching and collegiel service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary epproval. Applications, including cover letter, current curriculum vitae, names and contact information for three references should be submitted to Dr. Amy Thurlow, Department Chair by emeil at Amy.Thurlow@msvu.ca or by mail to her attention to MSVU, 166 Bedford Highway, Halifax, NS, B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

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■ **RESTORATIVE DENTISTRY — University of Toronto.** The Faculty of Dentistry multidisciplinery Department of Clinical Sciences invites applications for a full-time tenure-stream and a contractually limited position in Restorative Dentistry. The appointments will be at the rank of Assistent/Associate Professor and will begin on July 1, 2010. We seek candidates whose primory responsibility will be to develop an independent research program to complement the existing research in Restorative Dentistry. Responsibilities will include involvement in undergraduate, postgraduate and/or continuing education teaching programs. Restorative Dentistry includes operative dentistry, extracoronal restorations and esthetic dentistry Applicants should have: (i) an advanced research degree, preferably a PhD(or equivalent), and potential for high-quality research as a principal investigator in en area related to restorative dentistry (ii) demonstrated excellence in teaching ability and clinical expertise in restorative/operative dentistry; and (iii) eligibility for registretion to practice dentistry in the Province of Ontario. Salery to be commensurate with qualifications and experience. Applicants should submit their curriculum vitae and a statement concerning their research end teaching interests (3–5 pages in length). Applicants should arrange to have three letters of reference sent directly to: Dr. D. Haas, Associate Dean, Dept of Clinical Sciences, Faculty of Dentistry, University of Toronto, 124 Edward St, Toronto, Ontario, M5G 1G6. Email: daniel.haas@dentistry.utoronto.ca. Applications will be received until April 1, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All candidates are encouraged to epply; however, Canadian and permanent residents will be given priority.

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■ **SOCIAL INNOVATION — University of Waterloo.** The University of Waterloo's new Initiative in Social Innovation generation is seeking one new tenure track faculty member (level open) to start September 2010. Social Innovation Generation (www.sig.waterloo.ca) is e new initiative funded by the J.W McConnell Family Foundation that is designed to build knowledge and expertise concerning the dynamics of successful social innovation, including the role of social and institutional entrepreneurs, government policy and social finance. SIG at Waterloo is the think tank associated with a Canada wide initiative to support and build capacity for social innovation in this country. The right candidate will have a PhD in Business/Management, Entrepreneurship, Leadership, Economics, System Design, Social/Public Policy or Applied Social Science and a strong research background, with particuler emphasis on innovation in complex systems. Other related research areas might include, innovation management, institutional entrepreneurship, transformational leadership, strategy process (as it relates to innovation), organizational design, organizational behaviour, collaborative management, resilience in complex systems or whole system change. The ideal candidetes will be interested in being part of problem solving teams, comfortable working in an interdisciplinary research end teaching context and interested in supporting applied projects. Particuler evidence of interest in knowledge application and willingness to be involved in chenge initiatives nationelly end in the community will also be valued. The new faculty member will work with the J.W McConnell Chair in Social Innovation, a team of six graduate students and other associated and full time faculty. He or she will collaberate with researchers across campus. In such interdisciplinary centres as the Centre for Science, Technology and Society, Centre for Sustainebility in Business, Centre for Knowledge Integration and the Centre for International Governence Innovation. He or she will help to launch a new graduate and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. The position is associated with Social Innovation Generation and with the Communication, Leadership and Social Innovation group in the Faculty of Arts. However we welcome cross-department or cross-faculty appointments and the successful candidate will be encouraged to locate part of their position in enother department or centre if they so desire. Applications will be considered until the position is filled. Send e letter of application stating the nature of your interest in this position, your curriculum vitee end three letters of reference to: Professor Frances Westley, Social Innovation Generation, University of Waterloo, 195 King Street, Suite 202, Kitchener, Ontario, N3G 1B1, Canada, or emeil your full application to cmombaur@uwaterloo.ca, with the subject line SIG Faculty Positon. All qualified candidates are encouraged to epply; however, Canadians

CAREERS CARRIÈRES

and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIAL WORK — University of British Columbia.** The School of Social Work invites applications for a full-time tenure track position, beginning July 1, 2010. This position will be at the rank of tenure-track Assistant Professor; however, in exceptional circumstances, appointment at the Associate level may be considered. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. We are seeking candidates with a demonstrated ability and interest in high quality teaching; excellence in scholarly activity; and knowledge of, and experience in First Nations/Aboriginal culture and issues. The successful candidate will be expected to maintain an active program of research, teaching, graduate supervision, and service, to advance First Nations/Aboriginal social work education, curriculum development and research, and to effectively coordinate and lead various initiatives in relation to First Nations issues. Evidence of an ability to liaise with First Nations/Aboriginal communities and organizations as well as knowledge of the languages, cultures and contemporary issues of First Nations peoples (particularly in urban settings) is an asset. A Masters degree in Social Work and PhD in either Social Work or related disciplines are required. The successful candidate will teach a wide spectrum of undergraduate (BSW) and graduate (MSW) level courses in social work practice and/or social policy, including First Nations issues, health, mental health and Aboriginal Child Welfare. Responsibilities of the position will include recruitment and support for First Nations/Aboriginal students, contribution to our First Nations BSW pilot programme; liaison with First Nations/Aboriginal communities; and participation in the development of an Aboriginal Strategic Plan for the School. Since 2008, the School has been re-established as the UBC School of Social Work. This is an exciting time for the School with many changes taking place in program offerings and curriculum design. As a result, the successful candidate will be encouraged to propose courses that will enhance the students' understanding of First Nations social work practice and policy at both undergraduate and graduate levels. The School is a member of the Canadian Association for Social Work Education (CASWE). Both the BSW and MSW programmes are fully accredited by the Board of Accreditation of CASWE. In 2005, the School initiated a PhD programme in Social Work which has admitted top students from across the world. Review of applications will begin at the end of January 2010 and will continue until the position is filled. Applications and curriculum vitae for the position, together with the names of three references, and evidence of teaching effectiveness should be forwarded as soon as possible to: Professor Kwong-Leung Tang, Director, School of Social Work, University of British Columbia, 2080 West Mall, Vancouver, BC, V6T 1Z2, Canada; Email: sowk_dir@arts.ubc.ca; Website: www.social work.ubc.ca. We encourage all who are qualified to apply; however, Canadians and permanent residents of Canada will be given priority. Candidates from this group are encouraged to self-identify. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. For this position, preference will be given to qualified Aboriginal candidates. Please check the School's web page for updates and further information: www.socialwork.ubc.ca.

■ **SOCIOLOGY & ANTHROPOLOGY — Mount Saint Vincent University.** Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Sociology and Anthropology Department offers an integrated BA degree in sociology and anthropology. The Department seeks a sociologist with a strong background in quantitative methodology for a tenure-track position at the rank of Assistant Professor. Areas of research specialization are open, but preference will be given to a research program that will complement the department's focus on justice, equality, community, and change. The successful candidate will possess or be near completion of a PhD, possess demonstrated ability and willingness to teach quantitative methods and a variety of other undergraduate courses, and will enjoy working in a multi-disciplinary environment. While preference will be given to sociologists, other related disciplines may be considered. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applications, including cover letter, current curriculum vitae, names and contact information for three references should be submitted to Dr. Leslie Brown, Department Chair by email at leslie.brown@msvu.ca or by mail to her attention to MSVU, 166 Bedford Highway, Halifax, NS, B3M 2J6. Departments will begin reviewing applications on February 1, 2010. All positions remain open until filled. The expected commencing date is July 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

■ **STATISTICS & ACTUARIAL SCIENCE (BIOSTATISTICS) — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track position in Biostatistics at the Assistant or Associate Professor level. Successful candidates will have a strong record in the development of statistical methods and enthusiasm and experience in collaborative health research. Duties will include undergraduate teaching in statistical methods for health research and graduate student supervision. Candidates should hold a doctoral degree in Statistics or Biostatistics. The position is available effective July 1, 2010, but the starting time is negotiable. Opportunities for collaborative public health research within the University of Waterloo are extensive and may involve faculty in Health Studies and Gerontology, the School of Optometry, the Population Health Research Group, the Waterloo Institute for Health Studies and Gerontology, the School of Optometry, the Population Health Research Group, the Waterloo Institute for Health Informatics, and others. Many opportunities for collaborative research also exist with nearby health research institutions. The Department of Statistics and Actuarial Science at the University of Waterloo is among the most active departments in the world with over 45 full time faculty and 152 graduate students. Departmental strengths in Statistics and Biostatistics cover a wide range of topics including methods for the analysis of longitudinal and life history data, cluster randomized studies, data mining, missing data, environmental statistics, survey methods, clinical trials, foundation in statistics, and interdisciplinary collaborative work. Interested candidates with a strong track record or potential in research and teaching are encouraged to apply for these positions. The salary offered will be commensurate with qualifications and experience. The closing date for applications is January 31, 2010. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE (LECTURER) — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a limited-term position (two years) as a Lecturer in Actuarial Science. Applicants with a PhD degree are preferred, although those with a Master's degree will also be considered seriously. Candidates must be committed to excellence in teaching. Successful applicants may be eligible for reappointment to a second term, and those demonstrating outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. The closing date for applications is January 31, 2010. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track position in Actuarial Science at the Assistant Professor level. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modeling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (www.arts.uwaterloo.ca/ACCT/finance/casf.htm), the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WATRISQ) (http://www.watrisq.uwaterloo.ca/), and the Business Industrial Research Group (www.bisrg.uwaterloo.ca/). Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is January 31, 2010. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SUSTAINABLE RESOURCE MANAGEMENT — Sir Wilfred Grenfell College.** Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.

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■ **THEATRE (ACTING) — Sir Wilfred Grenfell College.** Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.

V

■ **VISUAL ARTS — Sir Wilfred Grenfell College.** Please see Omnibus Ad for Sir Wilfred Grenfell College, Memorial University of Newfoundland.

ACCOMMODATIONS

■ **PUERTO RICO** — Winter 2009/2010. Academic has condo to share in Rincon, Puerto Rico. Tennis, pool, beach, WIFI. jrenou@uprm.edu

CALL FOR PAPERS

■ **PRINTOPOLIS: CALL FOR PAPERS & DEMONSTRATIONS PROPOSALS** — Printopolis is a 4-day symposium with an international focus on contemporary printmaking being presented by Open Studio and held in Toronto, Canada, October 21-24, 2010. Printopolis will feature issue-based panel discussions/presentations, artist talks and printmaking demonstrations. We are currently accepting submissions for papers and demonstration proposals. For information, please visit: http://www.openstudio.on.ca/printopolis.html

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DIRECTOR, CENTRE FOR LEADERSHIP IN LEARNING AT McMASTER UNIVERSITY

McMaster University invites applications for the position of Director for the Centre for Leadership in Learning (CLL).

McMaster University is one of Canada's leading research-intensive universities. It is a recognized leader in problem-based and inquiry-based learning and is committed to the Scholarship of Teaching and Learning (SoTL). In its current strategic plan, Refining Directions, it commits itself to providing an innovative and stimulating learning environment where students can prepare themselves to excel in life.

The CLL is seen to be central to this goal and has recently undergone an external review. The report recognizes the very significant past contributions of the CLL, but recommends that its mission be revised to place a greater emphasis on supporting teaching innovation within academic departments. As a result, the following new mission has been developed:

The CLL will encourage, support and collaborate with the teaching community in the scholarly exploration, implementation, evaluation and dissemination of teaching and learning practices. CLL activities will include both general and discipline-specific approaches to the promotion of successful learning in all its forms and contexts.

The Director will play a key role in advancing this new mission of the CLL and providing leadership in the Scholarship of Teaching and Learning. The Director will manage and promote a collaborative spirit among all staff within the CLL. The Director will liaise with deans, chairs, faculty and teaching assistants to encourage adoption of teaching methods that are based on best evidence of learning and will encourage the adoption of appropriate technologies that improve learning. An advisory committee will be established to support the CLL.

The Director will pursue relationships with external contacts and organizations to advance the work of the CLL. A strategic/business plan will be developed that will include fundraising in collaboration with University Advancement and securing external grant funding aligned with CLL's mandate.

Qualifications include a completed PhD (or equivalent), a significant record of research and publication in the Scholarship of Teaching and Learning, leadership experience in SoTL initiatives, demonstrated success in securing external funding and prior administrative/managerial experience. Strong communication skills will be required to develop and implement internal and external communication strategies.

Applications will be considered from faculty and non-faculty members for this position. A complete dossier including curriculum vitae, three references, and evidence of leadership in the scholarship of teaching should be submitted by **January 22, 2010** to:

Dr. Peter M. Smith, Associate Vice-President (Academic)
McMaster University, UH-203
1280 Main Street West, Hamilton, ON L8S 4K1

McMaster University

All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

MOUNT SAINT VINCENT UNIVERSITY

Mount Saint Vincent University Tenure Track Positions

Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education.

We are currently recruiting tenure-track faculty at the rank of Assistant Professor in the following disciplines:

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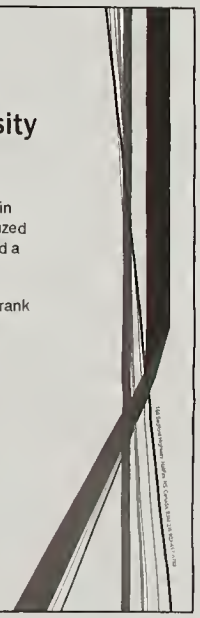

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Defending the Values that Define Education

Selling Out: Academic Freedom and the Corporate Market

Howard Woodhouse. Montreal, QC & Kingston, ON: McGill-Queen's University Press, 2009; 360 pp; ISBN: 978-0-77353-580-0, cloth $39.95 CA.

By KAREN JENSEN

In his recent book, Howard Woodhouse is upfront about how his own interest in academic freedom arose. He lost his job in the mid-1980s when, as an untenured academic, he wrote a letter to the university newspaper criticizing a faculty member known for supporting apartheid in South Africa. Three years after Woodhouse sued for wrongful dismissal, the Ontario Human Rights Commission found in his favour.

One has to admire Woodhouse's tenacity in pursuing the case and also in continuing to "pose questions otherwise considered unspeakable." One assumes he takes as a motto the quote from Bertrand Russell reproduced on page one: "Do not fear to be eccentric in opinion, because every opinion once eccentric is now accepted."

Woodhouse's eccentric opinion is that "The goal of university education and research, after all, is to advance and disseminate knowledge by sharing it with others," whereas the goal of the corporate market "is based on the principle of self-maximization, of consistently seeking to gain as much for oneself as possible." (p. 227) His view is that "unless these opposing value systems are recognized, the distinctive features of education are subjugated to the demands of the market."[1]

The author obviously admires Michiel Horn's book *Academic Freedom in Canada: A History*, and it's true that some of the events of our history – as recent as the 1940s, 1950s and 1960s – appear bizarre today, but were considered normal when they were taking place. The feeling then may also have been that "there is no alternative."

Woodhouse and others see this determinist position contradicting both rational and critical debate and the idea of universities as seats of learning. (p. 4) Faculty are expected now to compete aggressively for research funding while adopting the requisite submissive and subservient attitude as they do so.

Woodhouse explores this difficulty in Chapter 6 by describing the value "program." Market advocates tend "to expunge any counter-evidence that does not accord with their own presuppositions," having "adopted a value program that allows no thought beyond its own assumptions." A value system is made up of a set of related goods, which are affirmed, and bads, which are repudiated in both thought and action. Values may even be modified on the basis of experience, judgement, intuition, evidence and argument.

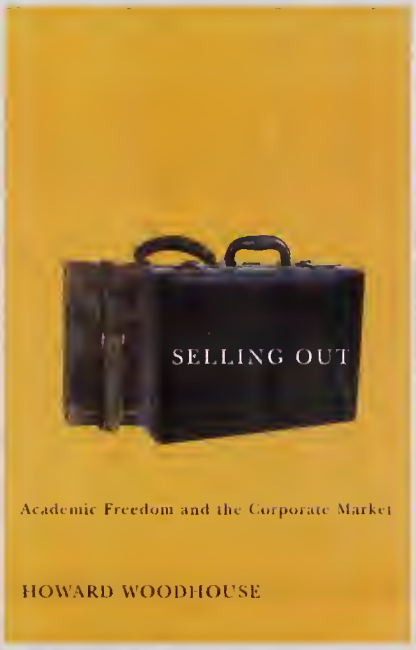
A value system becomes a program when its own assumptions about what is good rule out any thought that goes beyond it. (pp. 227–228) Any form of dissent and even some forms of study and investigation are not to be tolerated at a university operating under a value program. One sees what happens to students who take their university's brand strategy (... we value tolerance and diversity. York University is open to the world; we explore global concerns) too seriously.

Woodhouse, professor of educational foundations and co-director of the Process Philosophy Research Unit at the University of Saskatchewan, describes himself as having "30 years' experience teaching and conducting research at various Canadian universities, as well as one in Nigeria, and another 10 years as a student in England, Canada and France." His "experience has been strengthened by the study of philosophy and its relationship to culture, education, science and international relations."[2]

This book complements and updates Horn's book, yet is also different in style, the author having been inspired by Alfred North Whitehead. See for example page 261 where he invokes the Whiteheadian conception of life.

The author's goal is to critically assess the influence of the corporate market on universities in Canada. Writing *Selling Out* was an opportunity to examine the details of the process transforming higher education and to make his scholarship more concrete.

Woodhouse's book focuses on recent Canadian case studies of academic freedom violations and how they were caused



by the fundamentally opposed goals of the academic world and corporate culture. The case is made also that academic freedom and institutional autonomy are inextricably linked – threats to either one affect the other. Universities have a duty to society "to limit corporate market demands by ensuring that knowledge remains a public good rather than a private good." (p. 4) Accordingly, "faculty, students and the general public must remind governments of their responsibility to fund the entire university system as the only place in society where the critical search for knowledge takes precedence."[3]

The book begins with an outline of the author's purpose and methods and a chapter discussing the general thesis. Four chapters cover the case studies: "A Marketing Professor Meets the Market," "Taking on Big Pharma," "Commercializing Research and Losing Autonomy," and "Going Beyond the Market: Evaluating Teaching by Evaluating Learning."

The book continues with a chapter describing "The Value Program in Theory and Practice," containing additional descriptions of resistance by some former Canadian university presidents and by students and faculty at York University. This chapter also briefly mentions the rise of private for-profit universities and colleges in Canada. Finally, the book concludes with an alternative model, that of the People's Free University of Saskatchewan.

Woodhouse writes about what he knows in an account in Chapter 4 of the growing commercialization at the University of Saskatchewan where the presence of the Canadian Light Source synchrotron as the country's largest science project in a generation requires governments and the university to fund its capital and operating costs. Woodhouse provides a detailed analysis of whether the cost of the facility has actually delivered the expected benefits.

This all seems reminiscent of Chapter 2 on the University of Manitoba where faculty members were denied access to relevant financial information. The dean of management refused to "provide an annual report about the Associates Program ... [especially its] membership and funds to the Faculty." (p. 83) Proponents of the value "program" do not usually support close attention or study of the results of their initiatives.

One can easily guess from the title of Chapter 3, "Taking on Big Pharma," that this case study is about Dr. Nancy Olivieri. The case is beautifully summarized and analyzed by the author, who carefully describes the fiduciary relationship between doctor and patient as one based on trust or confidence: "the relation existing when one person justifiably reposes confidence, faith and reliance in another whose aid, advice or protection is sought in some matter." (p. 111)

There are many forms of fiduciary relationships and many in play at universities. Certainly, the tenure process is one, involving tenure candidates, their peers and administrators. Perhaps this is why academic freedom cases often have issues of trust and respect at their heart and why the goal of monetary profit and the concomitant secrecy and control of workplace speech, marketing and branding prevalent in corporations do not always sit well in a university environment. For instance, why must innovation be defined in exclusively economic terms as the overriding need for universities "to bring new goods and services to market"?[4]

Olivieri's case reminds one of the relationship between personality and academic freedom violations. In their book, Finkin and Post retell the story of Giordano Bruno, burned to death in 1600 with his jaws sealed by iron spikes "lest he give public voice to yet more heresy." They suggest that Bruno's "maddeningly vexatious" personality led him to obstinately and vehemently defend the right to think, write and teach.

The authors quote Bruno's writings where he says that in order to be free to teach, the teacher must keep at arm's length not only the habit of belief instilled through the teachings of tutors and parents, but also that "common sense" which in many cases "seems to engender deceit and distortion." Bruno goes further: "It is harmful to define something without first weighing well its meaning; it is wicked to nod agreement out of exaggerated respect for others; it is mercenary, servile and contrary to the dignity of the freedom of Man to bend the knee to another in unquestioning devotion; it is rank stupidity to believe out of habit ..."[5]

Woodhouse's case study in Chapter 2 about events surrounding the Vedanand case at Manitoba should be required reading for all who strive to understand what academic freedom means. While it may be tempting to dismiss the initial violation (a "confidential" memo from the dean of management to Dr. Vedanand) as centring on one simple miscommunication, the event triggered others and uncovered a rat's nest of problems that took six years of hard work to resolve.

The author amusingly illustrates the tendency to rewrite history in such cases, as a corporate seminar is transformed from a formal presentation to a "cocktail party," where an alleged unpleasant tone towards sales representatives mutates into "boorish" inappropriate behaviour that requires a reprimand. The reprimand's affect was compounded by an earlier letter written by the dean to his predecessor, claiming "... if we don't do something soon, we will all retire together and leave the place to Third World mathematicians." (p. 79)

Woodhouse shows how universities must be careful to push for logical adjustments capable of actually achieving desired goals. Academic staff "rooted in the tradition of knowledge as integral to the public good and of academic freedom as necessary for its advancement" and aided by "students, former students and would-be students" are among the few who can stem any program of market reforms proposed by governments. (p. 231)

Universities have a responsibility to objectively hold a mirror to society so that whether we decide to "move forward" or "stay the course," we at least do so in an informed manner. ■

Karen Jensen is an associate librarian at McGill University and the librarians' section chair-elect of the McGill Association of University Teachers.

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